

## NWABSD Regular Board Meeting

Wednesday, June 5, 2024 4:00 PM

District Office Boardroom, 744 Third Ave., Kotzebue, AK 99752

1.	<u>I.</u>	<u>CALL TO ORDER, ROLL CALL</u>	<b>Presenter:</b> Margaret Hansen, President
2.	<u>II.</u>	<u>MOMENT OF SILENCE</u>	<b>Presenter:</b> Margaret Hansen, President
3.	<u>III.</u>	<u>PLEDGE OF ALLEGIANCE</u>	<b>Presenter:</b> Margaret Hansen, President
4.	<u>IV.</u>	<u>INTRODUCTION OF GUESTS/STAFF</u>	<b>Presenter:</b> Margaret Hansen, President
5.	<u>V.</u>	<u>PUBLIC COMMENTS</u>	<b>Presenter:</b> Margaret Hansen, President
6.	<u>VI.</u>	<u>RECOGNITION &amp; AWARDS</u>	<b>Presenter:</b> Terri Walker, Superintendent
7.	<u>VII.</u>	<u>SUPERINTENDENT'S REPORT</u>	<b>Presenter:</b> Terri Walker, Superintendent
8.	<u>VIII.</u>	<u>EXECUTIVE SESSION</u>	<b>Presenter:</b> Margaret Hansen, President
9.	<u>IX.</u>	<u>ADOPTION OF CONSENT AGENDA</u>	
10.	<u>X.</u>	<u>COMMUNICATIONS &amp; ITEMS INTRODUCED BY BOARD MEMBERS</u>	
11.	<u>XI.</u>	<u>DATE, TIME, &amp; LOCATION OF NEXT MEETING</u>	
12.	<u>XII.</u>	<u>ADJOURNMENT</u>	

## MEMORANDUM

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**TO:** NWABSD Board of Education  
Members

**DATE:** April 29, 2024

**NUMBER:**

**FR:** Office of the Superintendent

**SUBJECT:** Superintendent's Report

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### **ATTENDANCE:**

The district's attendance rate for K-12 is currently 79.92%. The district continues to work towards creating a district wide approach to increase our attendance rates. Data, such as the one below, is used to assist.

<b>90-100</b>	<b>80-89</b>	<b>70-79</b>	<b>60-69</b>	<b>50-59</b>	<b>40-49</b>	<b>0-39</b>	<b>Total</b>
Ambler	28	17	12	4	2	0	<b>63</b>
Aqqualuk	54	56	45	17	8	8	<b>205</b>
Buckland	97	70	30	13	4	3	<b>219</b>
Selawik	69	46	64	30	20	12	<b>263</b>
Deering	32	15	2	1	0	0	<b>50</b>
JNES	132	103	33	20	7	3	<b>300</b>
Kiana	14	30	26	9	5	5	<b>96</b>
Kivalina	48	56	28	8	7	7	<b>159</b>
Kobuk	11	17	5	2	0	0	<b>35</b>
KMHS	108	99	43	20	12	9	<b>302</b>
Noatak	36	66	33	20	4	3	<b>166</b>
HomeSchl	15	6	6	4	3	4	<b>39</b>
Shungna	19	24	13	4	9	1	<b>73</b>
<b>Total</b>	<b>663</b>	<b>605</b>	<b>340</b>	<b>152</b>	<b>81</b>	<b>55</b>	<b>1970</b>

### **Attendance Committee Report:**

We have had 456 student responses from the Absenteeism surveys. That is a great result and gives us some great feedback on Attendance.

The attendance board policy subcommittee has reviewed districts in state and out of state attendance policies and will present recommendations for any possible changes to current policies.

Robin has developed a way to easily produce a power school report that will list each student with the days absent, days present, and attendance percentage that can be reviewed by district and school and consequently, presented to parents. This is not intended to be a negative report for the parents but a way to identify how better to support students and families.

Inservice training will be provided to teachers this fall to share ways to support students through attendance identification and procedures.

## **ENROLLMENT:**

K-12's current enrollment is 1833, a decrease of 21 students since April's count.  
PreK – 12<sup>th</sup> grade enrollment is 1965, a decrease of 20 students.

<b>Grades</b>	<b># of Students</b>
PK-12	1965
K-12	1833

## **Travel Report**

### Superintendent's out-of-district travel

- ASA/DEED Summer meeting (Juneau) July 27-29
- Personal leave-two weeks (family reunion) Sept. 9 - 23
- ASA Fall Conference (Palmer) Sept. 21-24

Terri Walker,  
Superintendent

**UNADOPTED MINUTES  
OF THE NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT**

Mission: "To provide a learning environment that inspires and challenges students and employees to excel."  
Vision: "To graduate all students with the knowledge, skills, and attitudes necessary for a successful future."

President Margaret Hansen called the 428<sup>th</sup> regular meeting of the Northwest Arctic Borough School District Board of Education to order at 4:03 p.m. on Tuesday, April 30, 2024, virtually over Microsoft teams.

CALL TO ORDER

Board Members present were:

ROLL CALL

Joanne Harris  
Alice Melton-Barr  
Margaret Hansen  
Marie Greene  
Carol Schaeffer  
Tillie Ticket  
Katelyn Piper

Board Member absent and excused was:  
Lawrence Jones Sr., Shannon Melton, Alice Adams & Millie Hawley

A quorum was present.

MOMENT OF SILENCE

Observed.

PLEDGE OF ALLEGIANCE

Those present participated in the Pledge of Allegiance.

INTRODUCTION OF STAFF/GUESTS

Staff present: Terri Walker-Superintendent; Megan Williams, Director of Administration Services, Amy Eakin, Director of Technology; Perrian Windhausen, Director of Student Services; Joy Cognburn-Smith, Director of State and Federal Programs; Jeff Alexander, Director of Human Resources; Tracy Bell, Director of Curriculum/Instruction, Brett Slaathaug, Student Activities Coordinator; Shayne Schaeffer, Assistant to the Superintendent, Clay Beck; Mary Sue Beck; Dena Strait, Capitol Projects, Sarah Hutchison, Ambler Principal; Clara Cleveland, Eva Wortman, Student Zaiden Commack, Rolando Pasado, Kobuk Middle/Highschool Teacher, Luke Jackson, Bilingual Teacher Kobuk, Chelsi Morrison, Migrant Ed Aide OBU,

PUBLIC COMMENTS

Eva Wortman with the Buckland School, CTE and Interventionist program.  
Clay Beck, ATC Teacher, Redi star Program.

RECOGNITION AND AWARDS

The April 2024 Employee of the Month awardees that were recognized:

- Marysue Beck Kotzebue Alaska, Spirit of Youth Recognition
- Troy Sheldon Kiana Alaska, Spirit of Youth Recognition
- Clara Cleveland, Special Education Aide, Ambler Alaska
- Dolly Custer, Inupiaq Teacher, Shungnak Alaska
- Floyd Herman Ticket, BPO, Buckland Alaska
- Luke Jackson, Inupiaq Instructor, Kobuk Alaska
- Rebecca Moran-Scoratow, Secondary ELA-SS Teacher, Deering Alaska

School Presentations:

- NoorvikSchool gave a Live/Video presentation.
- Kobuk School gave a Live/Video presentation.

SCHOOL PRESENTATION

Superintendent Terri Walker presented her report.

SUPERINTENDENT'S REPORT

Carol Schaeffer made a motion to move into Executive Session, Marie Greene seconded the motion. The Board went into Executive Session at 4:53 p.m. Executive Session ended at 5:33 p.m.

EXECUTIVE SESSION

Marie Greene moved to approve the consent agenda as presented. With the exception of Memo 24-142, seconded by Carol Schaeffer. Motion passed unanimously by roll call vote.

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the second reading of the proposed revisions to BP 1100 Communication with the Public within the Community Relations series. This update adds the Alaska Statute and a report card to the public statement in the references and updates inclusivity verbiage. The Board Policy Committee reviewed the proposed changes and recommends approval. The administration recommends the Board approve the second reading of the proposed revisions to BP 1100 Communication with the Public as presented.

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the second reading of the proposed revisions to BP 1325 Advertising and Promotion within the Community Relations series. This update adds a closed forum clarification. The Board Policy Committee reviewed the proposed changes and recommends approval. The administration recommends the Board approve the second reading of the proposed revisions to BP 1325 Advertising and Promotion as presented.

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the second reading of the proposed revisions to BP 3270 Sale and Disposal of Books, Equipment, and Supplies within the Business and Non-Instructional Operations series. This update moves a majority of the previously passed BP 3270 to an Administrative Regulation and aligns the updates with the Association of Alaska School Boards Model policy. This update also provides the Superintendent greater discretion to dispose of used District property, in an amount up to \$5,000 and the addition of "federal" law. Finally, this update provides that surplus equipment purchased with a federal fund in the amount of \$5,000 or greater must be disposed of in accordance with federal Uniform Administrative Requirements. The title of the policy is also being updated from Sale and Disposal of Books, Equipment, and Supplies (Personal Property) to Sale and Disposal of Books, Equipment, and Supplies. The Board Policy Committee reviewed the proposed changes and recommends approval. The administration recommends the Board approve the second reading of the proposed revisions to BP 3270 Sale and Disposal of Books, Equipment, and Supplies as presented.

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the second reading of the proposed revisions to BP 3311 Bids within the Business and Non-Instructional Operations series. This update includes a list of items that are exempt from normal purchasing procedures. Items on this list may be removed (and be subject to normal purchasing procedures) at a Board's discretion. The Board Policy Committee reviewed the proposed changes and recommends approval. The administration recommends the Board approve the second reading of the proposed revisions to BP 3311 Bids as presented.

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the second reading of the proposed revisions to BP 3541.1 School-related Trips within the Business and Non-Instructional Operations series. This update raises the recommended amount of private insurance for persons transporting students to \$1,000,000. It also revises the school-related trip section to ensure that trips in school vans are covered by policy. The Board Policy Committee reviewed the proposed changes and recommends approval. The administration recommends the Board approve the second reading of the proposed revisions to BP 3541.1 School-related Trips as presented.

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the second reading of the proposed BP 3590 Electronic Signatures to be within the Business and Non-Instructional Operations series. This new policy establishes guidelines for how to utilize and accept electronic signatures in business, noninstructional, and instructional settings. The Board Policy Committee reviewed the new policy and recommended approval. The administration recommends the Board approve the second reading of the proposed BP 3590 Electronic Signatures as presented.

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the second reading of the proposed revisions to BP 4222 Classified Personnel - Teacher Aides/Paraprofessionals within the Personnel series. This update revises various board policies and administrative regulations to reference and incorporate BP 5141.42, Professional Boundaries for staff and students. The changes cross-reference BP 5141.42 and, where appropriate, state that applicable training required by BP 5141.42 shall be provided. The Board Policy Committee reviewed the proposed changes and recommends approval. The administration recommends the Board approve the second reading of the proposed revisions to BP 4222 Classified Personnel - Teacher Aides/Paraprofessionals as presented.

ADOPTION OF CONSENT AGENDA

APPROVAL OF PROPOSED REVISIONS TO BP 1100 COMMUNICATIONS WITH THE PUBLIC; SECOND READING

APPROVAL OF PROPOSED REVISIONS TO BP 1325 ADVERTISING AND PROMOTION; SECOND READING

APPROVAL OF PROPOSED REVISIONS TO BP 3270 SALE AND DISPOSAL OF BOOKS; EQUIPMENT, AND SUPPLIES; SECOND READING

APPROVAL OF PROPOSED REVISIONS TO BP 3311 BIDS; SECOND READING

APPROVAL OF PROPOSED REVISIONS TO BP 3541.1 SCHOOL-RELATED TRIPS; SECOND READING

APPROVAL OF PROPOSED REVISIONS TO BP 3590 ELECTRONIC SIGNATURES; SECOND READING

APPROVAL OF PROPOSED REVISIONS TO BP 4222 CLASSIFIED PERSONNEL-TEACHER AIDES/PARAPROFESSIONALS; SECOND READING

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the second reading of BP 5124.1 Family Engagement within the Students series. This new board policy addresses family engagement and the efforts districts should take to coordinate with parents. The policy is broad-based and may be edited based on specific district needs. The Board Policy Committee reviewed the proposed changes and recommends approval. The administration recommends the Board approve the second reading of BP 5124.1 Family Engagement as presented.

APPROVAL OF PROPOSED REVISIONS TO BP 5124.1 FAMILY ENGAGEMENT; SECOND READING

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the second reading of the proposed revisions to BP 5131.9 Academic Honesty within the Students series. This update is a substantial revision to the model academic honesty policy, incorporating modern best practices and addressing the use of artificial intelligence programs. The Board Policy Committee reviewed the proposed changes and recommends approval. The administration recommends the Board approve the second reading of the proposed revisions to BP 5131.9 Academic Honesty as presented.

APPROVAL OF PROPOSED REVISIONS TO BP 5131.9 ACADEMIC HONESTY; SECOND READING

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the second reading of the proposed BP 5141.43 Uniform Investigations to be within the student's series. This new policy establishes a model investigative policy for professional boundaries violations. It does not supersede current investigatory procedures but provides best practices when conducting investigations under various existing policies. The Board Policy Committee reviewed the new policy and recommends approval. The administration recommends the Board approve the second reading of the proposed BP 5141.43 Uniform Investigations as presented.

APPROVAL OF PROPOSED REVISIONS TO BP 5141.43 UNIFORM INVESTIGATIONS; SECOND READING

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the second reading of the proposed revisions to BP 6020 Parent Involvement within the Instruction series. AASB developed and distributed BP 6020 Parent Involvement to member school districts in 2016 in response to AS 14.03.016, *A parent's right to direct the education of a parent's child*. AS 14.03.016 requires school districts to have policies promoting the involvement of parents in schools. Among other provisions it sets forth parental notification requirements for any activity, class, or program that includes content involving human reproduction or sexual matters. The model policy was vetted by legal counsel and is a complete response to the provisions of AS 14.03.016. Adopting the model policy BP 6020 will help guide district operations appropriately and will help ensure your board policies align with state law. The Board Policy Committee reviewed the proposed changes and recommends approval. The administration recommends the Board approve the second reading of the proposed revisions to BP 6020 Parent Involvement as presented.

APPROVAL OF PROPOSED REVISIONS TO BP 6020 PARENT INVOLVEMENT; SECOND READING

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the second reading of the proposed revisions to BP 6112 School Day within the Instruction series. This update includes a new provision that requires a kindergarten day in session to include at least two hours of instruction. The Board Policy Committee reviewed the proposed changes and recommends approval. The administration recommends the Board approve the second reading of the proposed revisions to BP 6112 School Day as presented.

APPROVAL OF PROPOSED REVISIONS TO BP 6112 SCHOOL DAY; SECOND READING

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the second reading of the proposed BP 6147 Alaska Reads Act Intervention Program to be within the student's series. This new policy implements the reading intervention plans required by the new Alaska Reads Act. It addresses what must be included in the intervention program, individual reading plans, notification requirements, and progression goals. The Board Policy Committee reviewed the new policy and recommended approval. The administration recommends the Board approve the second reading of the proposed BP 6147 Alaska Reads Act Intervention Program as presented.

APPROVAL OF PROPOSED BP 6147 ALASKA READS ACT INTERVENTION PROGRAM; SECOND READING

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the second reading of the proposed BP 6148 Early Education Programs to be within the student's series. This new policy implements the early education grant program under the Alaska Reads Act. It sets forth the compliance requirements for a district that opts for an early education grant under the Alaska Reads Act. The Board Policy Committee reviewed the new policy and recommends approval. The administration recommends the Board approve the second reading of the proposed BP 6148 Early Education Programs as presented.

APPROVAL OF PROPOSED BP 6148 EARLY EDUCATION PROGRAMS; SECOND READING

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the second reading of the proposed revisions to BB 9322 Agenda/Meeting Materials within the Bylaws of the Board series. This update adds a reference to State Statute, defines a timeline for board and public access to meeting materials, and adds a section for Board member preparation. The Board Policy Committee reviewed the proposed changes and recommends approval. The administration recommends the Board approve the second reading of the proposed revisions to BB 9322 Agenda/Meeting Materials as presented.

APPROVAL OF PROPOSED REVISIONS TO BB 9322 AGENDA/MEETING MATERIALS; SECOND READING

Expenditures over \$50,000 require the approval of the Board. E-Rate Central provides consulting services to ensure the Universal Service Administrative Company (USAC) programs are followed and all proper documentation is filed in a timely manner when procuring qualified services. The district is applying for funding under E-Rate services for the 2024-2025 school internet. The E-rate program provides funding for 90% of our school internet charges. E-Rate Central supports timely and accurate filing of required E-Rate paperwork, program integrity assurance, and audit support. E-Rate Central has successfully supported the district in this capacity since 2012 with no increase to our annual costs until this year. The amount of E-Rate funding the district has sought from the Federal Government has increased from roughly \$4M to over \$19M in the past 12 years. Consequently, due to the requested high dollar amounts, the district has been subject to more audits, Payment Quality Assurances (PQAs), and heightened scrutiny, which require more senior resources from E-Rate Central. The E-Rate Central 2024-2025 MOA is \$89,000 for E-Rate consulting on school internet. The administration recommends Board approval of the E-Rate Central Consulting Services MOA for \$89,000 as presented.

APPROVAL OF E-RATE CENTRAL CONSULTING SERVICES

Board approval is required for expenditures that exceed \$50,000. This winter we had Kotzebue, Ambler, Kiana, Noorvik overhead doors no longer function, Door systems of Alaska came out and got us back on track and the doors working. The Administration recommends Board approval to continue with Door Systems of Alaska to continue to handle our overhead door issues.

APPROVAL OF DOOR SYSTEMS OF ALASKA

Board approval is required to expend \$50,000.00 and higher. Alaska law mandates that public schools have their fire protection equipment inspected and certified by a licensed and bonded company each year. Frontier Fire Protection has performed the inspections and service work on our fire alarm systems, sprinkler systems, handheld fire extinguishers, and range hood extinguisher systems for the past 23 years. The inspections are performed during the summer months when school is out of session. Frequently during the inspection process mechanical deficiencies are identified and noted on the inspection forms. Once the inspections are completed the list of equipment deficiencies is forwarded to the property services director and the State Fire Marshal. Upon receiving the list of deficiencies, the Fire Marshall issues a directive to the school district to make corrections by a specified date. The administration is requesting the school board's authorization to contract with Frontier Fire Protection for an amount not to exceed 200,000 to perform all inspections and make repairs on fire safety equipment at sites needing service work in FY24/25 school year. The administration recommends board approval of the administration's request to pay Frontier Fire Protection an amount not to exceed \$200,000.00 to perform inspections and make repairs on fire safety equipment at NWABSD sites in FY24/25 school year.

APPROVAL OF FRONTIER FIRE PROTECTION

Board approval is required for expenditures that exceed \$50,000. NC Power Systems has helped us keep our generators running at the Shungnak School, Kotzebue School, and the ATC and get them back into service. They are also working with us on the Kobuk school generator. The Administration recommends Board approval to continue with NC Power Systems to continue to handle our generator issues as needed and not to exceed \$50,000.00 for school year 24/25.

APPROVAL OF NC POWER SYSTEMS

Board approval is required to expend \$50,000.00 and higher. The NWABSD Property Services department uses Refrigerated Solutions to service and repair our commercial refrigeration equipment. The property services department is requesting authorization to pay Refrigerated Solutions an amount not to exceed \$100,000 to service and repair our refrigeration equipment in FY24/25. The administration recommends board approval of the administration's request to pay Refrigerated Solutions an amount not to exceed \$100,000 to service and repair NWABSD refrigeration equipment in FY24/25.

APPROVAL OF REFRIGERATED SOLUTIONS

Board approval is required for expenditures that exceed \$50,000. In the Spring of 2022 and 2023, the district had fuel spills in Kivalina on the old teacher housing campus and in Noorvik behind the teacher housing 6-plex on the hill. RESCON was brought in to assess the spills and make a plan to monitor and dispose of the spilled heating fuel. They have been working directly with the ADEC on the two spills and have a cost for both villages. The Administration recommends Board approval to continue with RESCON to continue and finish the fuel spill clean-up at each site as per attached not to exceed \$150,000.00 for the school year 24/25.

APPROVAL OF RESCON

Board approval is required to expend \$50,000.00 and higher. Drake Construction has the barge and ability to move the Conex cans from Selawik to Buckland for this summer's new builds. The administration recommends board approval to pay Drake Construction Inc. \$150,000.00 to perform the move from Selawik to Buckland not to exceed \$150,000.00 to perform the move from Selawik to Buckland.

APPROVAL OF DRAKE CONSTRUCTION INC.

Board approval is required to expend \$50,000.00 and higher. The administration requests the school board's approval to purchase 40,000 gallons of fuel at **\$9.219 per gallon** for the Noatak School. Vendors did not bid on providing fuel to Noatak; therefore, fuel to Noatak was not included in the approval of bulk fuel purchase through Crowley. The fuel is required to be flown in via Everts Air Fuel out of Fairbanks. Forty thousand gallons of fuel from Everts Air Fuel FOB Fairbanks to Noatak will cost **\$366,577.92**. The administration recommends board approval of the request to purchase 40,000 gallons of Fuel from Everts Air Fuel for Noatak in the amount not to exceed \$366,577.92.

APPROVAL OF NOATAK FUEL

Board approval is required for contracts that exceed \$50,000. Karen McCain of McCain Services serves as Project Evaluator for the District's Federal Grants. In addition to finding grant opportunities and assisting the district in writing grant proposals, her duties include evaluating and overseeing existing federal grant projects, data entry, and completing all required Federal Performance Reports. The amended MOA, which includes travel, is for a total of \$133,785.35.

APPROVAL TO AMEND CONTRACT;  
KAREN MCCAIN

Funding for amended MOA --	
General Grant Writing (general fund)	\$10,000.00
Literacy Connection (LIT) Federal Grant FY23 <i>October 1, 2022 to September 30, 2023 (fund 353)</i>	\$16,543.41
Literacy Connection (LIT) Federal Grant FY24 <i>October 1, 2023 to September 30, 2024 (fund 353)</i>	\$29,800.00
Native Youth in Action (NYIA) Federal Grant FY23 (fund 354) <i>October 1, 2002 to September 20, 2023</i>	\$8,578.80
Native Youth in Action (NYIA) Federal Grant FY24 (fund 354) <i>October 1, 2023 to September 20, 2024</i>	\$15,200.00
Our Youth Our Future (OYOF) Federal Grant FY23 (fund 367) <i>January 1, 2023 to December 31, 2023</i>	\$23,563.14
<b>Our Youth Our Future (OYOF) Federal Grant FY24 (fund 367)</b> <b><i>January 1, 2024 to December 31, 2024</i></b>	<b>\$30,100</b>
Total	<b>\$133,785.35</b>

The administration recommends board approval of the MOA with McCain Services for a total amount not to exceed \$133,785.35 as presented.

Board Acceptance of New Grants. In February, the district applied for a 3-year grant through the Alaska Department of Education and Early Development (DEED) for our Pre-Elementary Program. The purpose of this 3-year grant is for the district to improve its PreK program to comply with the Alaska Early Education Program Standards. Compliance with the Alaska Early Education Program Standards are a requirement in order for the district to apply for DEED's .5

APPROVAL TO ACCEPT GRANT  
AWARD

ADM/Formula Funding Application. We received notification from DEED on March 18<sup>th</sup> that we had been awarded \$496,971 for each Fiscal Year 2025, 2026, and 2027. Attached is the Notice of Intent to Award. The administration recommends that the board approve the acceptance of the Alaska Early Education Program Grant in the amount of \$496,971 for each of the Fiscal Years 2025, 2026, and 2027 as presented.

Superintendent's out-of-District travel require Board approval. The Superintendent's request for out-of-district travel request: Superintendent's out-of-district travel

APPROVAL OF  
SUPERINTENDENTS OUT-OF-  
DISTRICT TRAVEL

Native Language Summit (DEED) April 18, 2024  
Nome Immersion School visit May 7-8, 2024  
AK Schools Leadership Institute May 29-31, 2024  
Kivalina Open house is scheduled for May 9, 2024.

The administration recommends the Board approve the Superintendent's request for out-off- district travel as presented.

Board approval is required for NWABSD June Nelson Scholarship recipients. This year we had eight students apply for the NWABSD June Nelson Scholarship. However, only four applicants met the Scholarship criteria. Review of the four qualifying applications and discussion will take place in executive session due to privacy considerations. The administration recommends board approval of the qualified applicants per discussion/selection in executive session.

APPROVAL OF JUNE NELSON  
SCHOLARSHIP RECIPIENTS

Board approval is required for expenditures that exceed \$50,000. On April 01, 2024, the Property Services department issued an RFP to fuel vendors for the purchase and delivery of approximately 523,800 gallons of #1 heating fuel to ten (10) NWABSD school sites in summer 2024. The RFP was sent to the only two vendors that deliver fuel within the Northwest Arctic Borough, Crowley Petroleum Distribution and Vitus Fuel Services. The deadline for submitting bids was Sunday April 28, at 4:00 p.m. The lowest bidder by site will be awarded the fuel bid(s). Crowley Petroleum Distribution was the only bidder for ten (10) sites and Vitus Fuel Services declined to bid. The bid prices by site are attached. The administration recommends board approval to award Crowley Petroleum Distribution our fuel bid for (10) sites. Crowley's bid for all ten sites \$2,905,861.90. The Administration recommends Board approval to award the NWABSD FY24 heating fuel bid to Crowley Marine Distribution for ten (10) sites not to exceed \$2,905,861.90.

APPROVAL OF FY24 HEATING FUEL  
PURCHASE

Board approval is required for all contracts and agreements of \$ 50,000 or more. The district sent our requests for proposals to auditors to perform the annual audit and complete the required financial statements. For the purposes of conducting the FY23 audit, Altman, Rogers & Co. has been selected to provide the auditing service that is required by State of Alaska Statute and federal reporting requirement. Auditing services will include out-of-pocket expenses, for the work associated with the FY24 audit, preparation of the FY24 financial statements and presentation of the audit to the Board in FY25. The Administration recommends that the Board approve the MOA for Altman, Rogers & Co. for the FY24 annual audit and completion of the FY24 financial statements, not to exceed \$79,000.

APPROVAL OF FY25 EXTERNAL AUDIT SERVICES

Board approval is required for all service contracts over \$50,000. The School District went out to Request for Proposals for Food Service Management for FY22 with the option to renew the contract for up to four (4) years through FY26. Nana Management Services, LLC was the single proposer that the district had, and is offering competitive prices for their services (see below).

APPROVAL OF FY25 CONTRACT; NANA MANAGEMENT SERVICES, FOOD SERVICE FOR ALL K-12 SITES

Meal	Current Pricing	Pricing for FY25	Increase
Breakfast	\$5.28	\$5.28	0%
Lunch	\$9.76	\$9.76	0%
Seconds	\$3.50	\$3.50	0%

The breakfast and lunch meals are partially reimbursed through the National School Lunch Program, Summer Food Service Program, or Single Summer Option. The district is not reimbursed for seconds; therefore, those costs are supported by the district's food service program which in a typical year is a transfer from the general operating fund. Recognizing the District's current financial challenges, as the district's partner, NMS is not requesting an increase in meal pricing for the FY25 school year as long as the scope of services remains the same. From FY15 through FY23 the average amount paid to NMS for meals is approximately \$2,700,000, \$2.3 million being the lowest and \$3.1 million being the highest. I suggest setting the not to exceed contract amount at \$3,400,000 to cover any large upticks in student meals. The Administration recommends the Board approve the All-Sites Food Service Contract between NWABSD and NANA Management Services LLC for Fiscal Year 2024-2025, not to exceed \$3,400,000, as presented.

Board approval is required for all purchases over \$50,000. The School District went out to Request for Proposals for Custodial Service Management for FY22 with the option to renew the contract for up to four (4) years through FY26. Nana Management Services, LLC was the single proposer that the district had, and is offering competitive prices for their services despite the increase noted below. FY24 amount \$2,511,227 Requested FY24 amount \$2,511,227. Recognizing the District's current financial challenges, as the district's partner, NMS Custodial Services has not requested an increase for the FY25 year as long as the scope of services remains the same. The Administration recommends the Board approve the Custodial Services Contract between NWABSD and NANA Management Services LLC for Fiscal Year 2024-2025, not to exceed \$2,511,227, as presented.

APPROVAL OF CUSTODIAL SERVICES CONTRACT FOR FISCAL YEAR 2024-2025; NANA MANAGEMENT SERVICES LLC

The School Board shall establish and maintain a balanced budget. The FY25 Proposed Operating Fund Budget is being presented for adoption. The preliminary FY25 Operating Fund Budget was reviewed with the Budget Committee in January. Proposed Actions to balance the FY25 Budget were presented and discussed in detail at the budget work session on Wednesday March 7<sup>th</sup> & 8<sup>th</sup>, 2024, and went out to the community for feedback via a survey. The Board held a meeting to review survey results in early April and then held a Budget hearing on April 22<sup>nd</sup> to receive public feedback. The Board of Education and Superintendent created the FY25 Proposed Operating Fund Budget based off the survey results and estimated increases to revenue.

ADOPTION OF FY25 PROPOSED OPERATING FUND BUDGET

Presented to you for adoption is the FY25 Proposed Operating Fund Budget, which includes:

- Revenue Plan of \$63,879,260
- Expenditure Plan of \$66,535,595
- Transfer to Other Funds in the amount of \$2,316,160.
- Use of Fund balance in the amount of \$4,972,495

The FY25 Proposed Operating Budget includes reductions to the overall budget:

- 22.5 Full Time Equivalent positions reduced based on higher Student to Teacher Ratio and other staffing reductions.
- Reductions to grant supplies and software, travel (professional development), and extra duty contracts.
- Reductions to District health plan costs – Planning on at least 30 employees to opt out of plan.
- Reduction to meal program – Cut seconds.
- Reduction to student activities – Middle School sports
- Reduced curriculum supplies

This Proposed Budget includes the use of estimated fund balance and assumed increases to revenue:

- \$300 increase to Base Student Allocation (BSA) - \$2,067,704
- NANA Contribution - \$1,500,000
- Estimated fund balance - \$4,972,495.

At this time, the Board of Education has built the budget to include the items below:

- Breakfast and Lunch provided to all students.
- High School Student Activities district wide
- Classroom sizes will remain the same.

Further reductions may be needed if revenue and fund balance actuals differ from projections. The District Administration will continue to look for revenue sources to pay for these important programs. The administration recommends the Board adopt the FY25 Proposed Operating Fund Budget as presented.

Board approval is required for all contracts and agreements of \$ 50,000 or more. The district is in need of contracted business services for food service management. A permanent position has been posted since May of 2022, and previously contracted with a person in New York for under \$50k a year, and this contract worked while virtual reviews were approved, however, our District needs someone closer to the region to do in person site reviews and that is on the same daily schedule as our staff to respond to their needs timely. Savory Solutions offers contracted business services for food service management at a reasonable daily rate and is located in Nome, AK, a short flight from our region. The district must employ or contract a Food Service Manager to comply with all of the requirements that the District's Food Service program brings (see attached request & list of duties). This employee or contractor must meet the minimum education requirements listed in the Hiring Standards for School Nutrition Directors in Alaska Dept of Ed School Nutrition Programs Administrative Handbook. This is a contract increase of \$18,000 from FY24-FY25 Contracted Business Services for Food Service costs include payment at a daily rate of \$510 and reimbursement for out-of pocket travel expenses, for the work associated with managing the District's Food Service program. The MOA, which includes costs for travel, is not to exceed \$128,000. Funding Source: District Food Service Fund, supplemented by federal, grant, and general funds. The Administration recommends that the Board approve the MOA for Contracted Business Services – Food Service with Savory Solutions not to exceed \$128,000.

APPROVAL OF FY25 CONTRACTED BUSINESS SERVICES – FOOD SERVICE

Contracts over \$50,000 require the approval of the Board. Starting in May 2022 Dena Strait, through DD Strait Consulting, LLC, (DDSC) has supported the district's capital projects under the mentorship of long-time Capital Projects Manager Kathy Christy as she phased into retirement. In June 2023 Dena Strait was given a contract for \$49,800 to take the lead in completing DEED grant applications and provide project management support while the district advertised for a replacement for Ms. Christy. That funding was only intended to go through the end of September 2023, but DD Strait Consulting, LLC is just now nearing the end of that funding. For reference, Kathy Christy typically requested \$95,000/year. In early 2024 DD Strait Consulting, LLC was selected as the replacement capital projects manager following a competitive request for proposal process. DD Strait took on increased project management responsibilities as Kathy stepped back and she also prepared additional grant applications. Grant applications submitted since January 2024 include CAPSIS, Congressional Direct Spending (earmarks) to Representative Pelota's and Senator Murkowski's offices, and Denali Commission funding. Multiple projects were submitted for each of these funding sources. In addition, DD Strait Consulting is managing design and construction for Buckland, and the design and procurement for the replacement of the fire alarm systems at Selawik and Noorvik. DDSC has also supported the district in efforts related to AHFC funding that went to the City of Kotzebue. Additional pending duties are listed on the following page. No additional funding has been added to the DDSC contract beyond the \$49,800 intended to fund the position through the end of September 2023. The DD Strait contract needs to be amended to reflect the increased responsibilities, extended length of contract, and corresponding compensation. Funding for capital project management comes from the capital projects fund balance. Project Management efforts expended prior to a project being funded, such as grant writing, are charged to the capital budget. When a specific project is subsequently funded, the project budget pays for those project management services, thus reimbursing the district's capital budget. The total contract is not to exceed \$79,800 and will cover all services in FY24. The amount includes both direct costs and reimbursable costs, such as travel and printing of grant applications. As a contractor instead of a district employee, DDSC does not receive District benefits. The capital project management contract is a Time and Materials contract and only direct time spent on District work is charged. Below is a chart showing budgetary numbers for the activities yet to occur in FY24, which was used to determine the requested amount for this contract increase.

APPROVAL CONTRACT INCREASE; DD STRAIT, LLC

Estimated Fee needed for April, May, June to complete FY24 work		Reimbursed by Grant if Awarded
Selawik & Noorvik Fire Alarm bidding and contract award	\$3,000	Yes

Buckland Phase II (Summer '24) Construction Management	\$4,000	Yes
Buckland Phase III Grant Application to Denali Commission (Submitted in April)	\$2,000	Yes
Districtwide DDC application Denali Commission April grant application and DEED FY26 application	\$3,500	yes
Districtwide Fire Alarm application Denali Commission April grant application managing engineering and design to advance project & DEED FY26 application.	\$4,500	yes
Deering – Managing design team and DEED FY26 grant application	\$8,000	Yes
General Assistance as requested by the district, attendance at Board meetings, etc.	\$5,000	No, but from Capital Budget
Total	\$30,000	

Each month various Human Resources actions occur which require Board action or cognizance. 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 administration recommends the Board approve the Human Resources actions as present. Approved the FY24 certified new hire at the District Office; and FY24 classified new hire at the Kivalina School; FY25 Certified New Hires at Ambler, Buckland, Deering, JNES, KMHS, Kobuk, Noatak, and Selawik; FY25 Certified Rehires at Ambler, Buckland, Deering, JNES, Kiana, Kivalina, KMHS, Kobuk, Noatak, Noorvik, Selawik, Shungnak, Star of the North, ATC, District Office as presented. Reported on the FY24 Certified resignations at Ambler, Buckland, Deering, JNES, Kivalina, KMHS, Kobuk, Noatak, Noorvik, Selawik, Shungnak, District Office; FY24 Classified resignations at ATC, District office, Deering, KMHS, Kivalina; FY25 Certified Transfers at Buckland, Deering, JNES, Kivalina, KMHS, Noorvik, Selawik, Shungnak, District Office; FY24 Classified Transfers at the District Office; Certified New Hires for FY25 at Ambler, JNES, KMHS, District Office; FY25. Certified Rehires at Buckland, Deering, JNES, Selawik as presented.

Margaret Hansen, our next meeting is June 3, 4, 5, of which one day will be Board evaluation. We're working with AASB which it was budgeted for. During that week is State Board of Education, they decided to come to Kotzebue June 4-6 and hold their meetings. They have also shown interest in flying to Kivalina to see the school there.

Marie Greene, one thing that I really appreciate during this budget process is not only communicating to the NWAB to ask for the request and making that presentation, but also conducting the survey and including students. I think this is a well round way of putting it together or facing the challenges that they know we have before us. I just wanted to express appreciation to Megan Williams as our Administrative Services Director, for her continuous work and responding to our questions and all the things we have brought up including to the entire team during the work session, also the strong focus for hiring and filling out all our positions and that our positions will get filled before the first day of school this fall.

The last comment I would like to make is regards to the awards that were given today and the recognition, it's such a great feeling to see our villages and the faculty and staff recognizing the importance of our Inupiaq Language. The recognitions that were given this afternoon were heartfelt and really appreciate our superintendent taking the lead.

I also would like to Congratulate Katelyn Piper for graduating and your representation on the board representing the students of our district, thank you so much. She has played a major role traveling with us to Juneau, she spoke just as much in whatever she had to regarding student needs and teacher needs. I really appreciated how she strengthened our team while we were focusing on advocating for our students.

Margaret Hansen, Brett, we sure appreciate you and the hard work you have done for our district. We know you will do well where you go. We will miss you and your family. Thank you, Katelynn, for all your service. We appreciate the survey and all the hard work put into it.

APPROVAL OF HUMAN RESOURCES

COMMUNICATIONS & ITEMS INTRODUCED BY BOARD MEMBERS

The next regular Board meeting of the NWABSD Board of Education will be held on June 3, 4, 5 in person.

Alice Melton-Barr moved to adjourn the meeting, seconded by Tillie Ticket.

Motion passed with unanimous consent. The meeting adjourned at 5:44p.m.

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Tillie Ticket, Secretary

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Shayne Schaeffer, Recording Secretary

DATE/TIME OF NEXT BOARD MEETING

ADJOURNMENT

## MEMORANDUM

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**TO:** NWABSD Board of Education  
Members

**DATE:** June 4, 2024

**NUMBER:** 24-151

**FR:** Office of the Superintendent

**SUBJECT:** Approval of payment to  
the University of Alaska Anchorage  
for 2024-2025 ANSEP

### **ABSTRACT:**

Board approval is required for contracts that exceed \$50,000.

### **ISSUE:**

At issue is the Board's approval for the payment of services to the University of Alaska Anchorage for the ANSEP Middle School Academy (\$160,000), Acceleration Academy (\$65,000), and STEM Ready (\$30,000) in the amount not to exceed \$250,000 for the 2024-2025 school year.

### **BACKGROUND AND/OR PERTINENT INFORMATION:**

Each school year, middle school students across the district participate in the Middle School Academy through the University of Alaska Anchorage's Alaska Native Science and Engineering Program (ANSEP). The cost includes salaries, benefits, services, airfare, and supplies, totaling \$160,000 for 54 students.

Acceleration Academy for up to 20 students; Acceleration Academy (Full-Time) is a full school day opportunity during the academic year. Students in grades 9 through 12 take free University courses and earn three years of college credits towards any degree by high school graduation. The cost includes tuition and fees for up to 20 students for \$65,000.

ANSEP STEM Ready Academy our fifth-grade students with engagement in hands-on Science, Technology, Engineering, and Mathematics (STEM) career exploration projects. These sessions are school district-specific. The cost includes salaries, benefits, services, and supplies for up to 30 students for \$30,000.

*Funding: Native Youth in Action (NYIA) Fund 354*

### **ALTERNATIVES:**

1. Approval of payment to the University of Alaska Anchorage for ANSEP Services not to exceed \$250,000, as presented.
2. Disapproval of payment to the University of Alaska Anchorage for ANSEP Services not to exceed \$250,000 as presented.
3. Take no final action.

### **ADMINISTRATION'S RECOMMENDATION:**

The administration recommends board approval of payment to University of Alaska Anchorage for Middle School Academy costs for a total of \$250,000

**MEMORANDUM**

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**TO:** NWABSD Board of Education  
Members

**DATE:** June 5, 2024

**NUMBER:** 24-152

**FR:** Office of the Superintendent

**SUBJECT:** Approval of Contact  
2024-2025 Karen McCain

**ABSTRACT:**

Board approval is required for contracts that exceed \$50,000.

**ISSUE:**

At issue is the Board's approval of the 2024-2025 Memorandum of Agreement (MOA) with Karen McCain of McCain Services for a total amount not to exceed \$136,154.00

**BACKGROUND AND/OR PERTINENT INFORMATION:**

Karen McCain of McCain Services serves as Project Evaluator for select Federal and State Grants. In addition to finding grant opportunities and assisting the district in writing grant proposals, her duties include evaluating existing projects, overseeing data collection, and completing all required performance reports. Karen McCain's involvement in the district's educational grant projects ensures NWABSD's grant projects are effectively managed, maximizing funding utilization and guaranteeing compliance with all federal and state requirements.

This MOA, which includes travel, is for a total of \$136,154.00 for the *entire* 2024-2025 school year. This MOA would only need an addendum if NWABSD is awarded any additional new grants next school year.

Funding for MOA	
General Grant Writing (general fund) Used when working on new grant applications only	\$15,000.00
Literacy Connection (LIT) Federal Grant FY24/25 (\$766,591) 7/01/2024 to 6/30/2025	\$41,500.00
Native Youth in Action (NYIA) Federal Grant FY24/25 (\$458,584) 7/01/2024 to 6/30/2025	\$22,278.00
Our Youth Our Future (OYOF) Federal Grant FY24/25 (\$972,211) 7/01/2024 to 6/30/2025	\$38,726.00
Alaska Early Education Program Grant (EEP Grant) (\$496,971) 7/01/2024 to 6/30/2025 (fund # pending)	\$18,650.00
Total	\$136,154.00

The grants Karen McCain assists the district in managing for the FY25 school year total \$2,694,357. Her outside evaluator costs for those grants equals 4.5%

**ALTERNATIVES:**

1. Approve the 2024-2025 Memorandum of Agreement (MOA) with Karen McCain of McCain Services for the amount not to exceed \$136,154.00 as presented;
2. Disapprove the 2024-2025 MOA for McCain Services for the amount not to exceed \$136,154.00 as presented;
3. Take no final action.

**ADMINISTRATION'S RECOMMENDATION:**

The administration recommends board approval of the MOA with McCain Services for a total amount not to exceed \$136,154.00 as presented.

## MEMORANDUM

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**TO:** NWABSD Board of Education  
Members

**DATE:** June 4, 2024

**NUMBER:** 24-153

**FR:** Office of the Superintendent

**SUBJECT:** Approval of Purchase  
Pre-K Creative Curriculum

### **ABSTRACT:**

Board approval is required for contracts that exceed \$50,000.

### **ISSUE:**

At issue is the Board's approval of the purchase of the Pre-K Creative Curriculum Program for \$129,664.50

### **BACKGROUND AND/OR PERTINENT INFORMATION:**

The Creative Curriculum for Pre-K was developed in partnership with educators nationwide. It was specially designed for the year before kindergarten and builds an infrastructure for whole-child development. The complete curriculum honors the way children learn best—through play. It provides explicit Science of Reading and math instruction and supports teachers with digital tools that save them time.

Total Cost of \$129,664.50

*Funds: Department of Early Learning and Development (DEED) Early Learning Grant Fund 285*

### **ALTERNATIVES:**

1. Approve the purchase of the Pre-K Creative Curriculum not to exceed \$129,664.50 as presented.
2. Disapprove the purchases of the Pre-K Creative Curriculum not to exceed \$129,664.50 as presented.
3. Take no final action.

### **ADMINISTRATION'S RECOMMENDATION:**

The administration recommends board approval of the purchase of the Pre-K Creative Curriculum for an amount of \$129,664.50 as presented

## MEMORANDUM

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**TO:** NWABSD Board of Education  
Members

**DATE:** June 5, 2024

**NUMBER:** 24-154

**FR:** Office of the Superintendent

**SUBJECT:** Drake Construction Inc.

**ABSTRACT:**

Board approval is required to expend \$50,000.00 and higher.

**ISSUE:**

At issue is the Buckland teacher housing duplex builds and the delivery of the building materials from Anchorage to Buckland for the new duplex buildings.

**BACKGROUND AND/OR PERTINENT INFORMATION:**

Drake Marine Aggregate and AML bot bid on the project, with Drake winning with \$232,000.00. The backup is attached.

They are the only two barge companies that take the building materials to Buckland.

**FUNDING SOURCE:** AHFC Grant Funds

**ALTERNATIVES:**

1. Approve the administration request to pay Drake Construction Inc. an amount not to exceed \$232,000.00 to perform the move from Anchorage to Buckland for the new duplex buildings.
2. Disapprove the administrations request to pay Drake Construction Inc. an amount not to exceed \$232,000.00 to perform the move from Anchorage to Buckland for the new duplex buildings.
3. Take no final action.

**ADMINISTRATION'S RECOMMENDATION:**

The administration recommends board approval of the administration request to pay Drake Construction Inc. To perform the move from Anchorage to Buckland for the new duplex buildings not to exceed \$232,000.00.

## MEMORANDUM

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**TO:** NWABSD Board of Education  
Members

**DATE:** June 6, 2024

**NUMBER:** 24-155

**FR:** Office of the Superintendent

**SUBJECT:** Approval of Proposed  
Revisions to BB 9250  
Renumeration,  
Reimbursement, and  
Other Benefits; First  
Reading

### **STRATEGIC PLAN/BOARD GOAL:**

Track 1: Operational Improvements  
*Initiative: Optimize Business Practices*

### **ABSTRACT:**

Board policy revisions require Board approval.

### **ISSUE:**

At issue is to approve the first reading of the proposed revisions to BB 9250 Renumeration, Reimbursement, and Other Benefits and open for public comments.

### **BACKGROUND AND/OR PERTINENT INFORMATION:**

The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board.

This is the first reading of the proposed revisions to BB 9250 Renumeration, Reimbursement, and Other Benefits within the Business and Non-Instructional Operations series.

This update includes setting Board per diem annually to reflect current rates reported in [www.gsa.gov](http://www.gsa.gov).

The Board Policy Committee reviewed the proposed changes, recommends approval and to open for public comments.

### **ALTERNATIVES:**

1. Approve the first reading of the proposed revisions to BB 9250 Renumeration, Reimbursement, and Other Benefits as presented and open for public comments;
2. Do not approve the first reading of the proposed revisions to BP 9250 as presented;
3. Take no final action.

### **ADMINISTRATION'S RECOMMENDATION:**

The administration recommends the Board approve the first reading of the proposed revisions to BB 9250 Renumeration, Reimbursement, and Other Benefits as presented and open for public comments.

## **BB 9250 REMUNERATION, REIMBURSEMENT, AND OTHER BENEFITS**

Note: A.S. 14.14.140 authorizes the School Board to compensate its members as provided by board resolution. The following optional bylaw may be revised or deleted to reflect district philosophy and needs.

The School Board recognizes the time and personal effort School Board members give to the district.

### **Compensation**

Board members are entitled to an honorarium of \$250.00 per day the Board is conducting board approved District business. District business is defined as: regular meetings, special meetings, work sessions, budget hearings, NWABSD committee assignment, official assignments such as regular meetings of the Association of Alaska School Boards and National Association of School Boards appointments; and attendance at a convention, conference, workshop or similar gathering as allocation in the Board's budget allows.

Board members who are required to travel from their normal place of residence for District business shall be entitled to actual transportation, hotel expenses and per diem for meals. Per diem shall be ~~at the rate of sixty dollars for all travel within the boundaries of the School District and eighty dollars for all travel outside the boundaries of the School District~~ determined annually per the Nationwide Per Diem rates website: [www.gsa.gov](http://www.gsa.gov).

### **Health and Welfare Benefits**

Board members may participate in the health and welfare benefits program as provided for district employees.

The district shall pay the cost of all premiums required for Board members electing to participate in the district health and welfare benefits program.

*Legal Reference:*

#### ALASKA STATUTES

[14.14.140](#) *Restriction on employment*

*Adoption Date: May 23, 1995*

*Revised: July 26, 2011*

*Revised: April 27, 2021*

*Revised:*

**Northwest Arctic Borough School District**

**MEMORANDUM**

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**TO:** NWABSD Board of Education  
Members

**DATE:** June

**NUMBER:** 24-156

**FR:** Office of the Superintendent

**SUBJECT:** Approval of MOA with  
Northern Industrial  
Training

**ABSTRACT:**

The administration requests School Board approval to enter into a contract with Northern Industrial Training (NIT) in the amount of \$479,070 to provide training in Heavy Equipment Operator (CET) training, and Commercial Driver's License (CDL) training, and Heavy Equipment Mechanic Training.

**ISSUE:**

At issue is the approval of a Memorandum of Agreement (MOA) with Northern Industrial Training (NIT). All MOAs that exceed \$50,000 require Board approval.

**BACKGROUND AND/OR PERTINENT INFORMATION:**

This MOA will use Technical Vocational Education Program (TVEP) funds and State Training and Employment Program (STEP) funds pending award from the State. ATC is partnering with Northern Industrial Training of Palmer to provide CDL, Heavy Equipment Operator, and Heavy Equipment Mechanic training services in Kotzebue and the NIT facility in Palmer. This model provides the most economical delivery of this type of certification and training and includes classroom and hands-on training, testing and certification. Training will be paid for through grant funding and student tuition.

Heavy Equipment Operator	Aug 26 – Sep 27 2024
CDL Training	Sep 30 – Oct 25 2024
Heavy Equipment Mechanic	TBD
CDL Training	Mar 31 – Apr 25 2025
Heavy Equipment Operator	Apr 28 – May 30 2025

**Funding:** Grant, Tuition, & ATC General funds

**ALTERNATIVES:**

1. Approve the MOA with Northern Industrial Training in the amount not to exceed \$479,070 as presented;
2. Disapprove the MOA with Northern Industrial Training as presented;
3. Take no final action.

**ADMINISTRATION'S RECOMMENDATION:**

The administration recommends the Board approve the Memorandum of Agreement with Northern Industrial Training in the amount not to exceed \$479,070 as presented.

# MEMORANDUM

**TO:** NWABSD Board of Education  
Members

**DATE:** May 15, 2024

**NUMBER:** 24-157

**FM:** Office of the Superintendent

**SUBJECT:** Approval FY25 Contract;  
DD Strait Consulting, LLC

**ABSTRACT**

Contracts over \$50,000 require the approval of the Board.

**ISSUE**

Renewal of the time and materials contract for DD Strait Consulting, LLC, in an amount not to exceed \$115,000 to cover the cost of project management services for FY 2025.

**BACKGROUND AND/OR PERTINENT INFORMATION:**

Capital projects and their management are part of the capital budget, they are not part of the operating budget. Costs are reimbursed to the district when grants are awarded for capital improvements.

Starting in May 2022 Dena Strait, through DD Strait Consulting, LLC, (DDSC) has supported the District's capital projects under the mentorship of long-time Capital Projects Manager Kathy Christy as she phased into retirement. At this time, DDSC is responsible for any new projects or efforts as they arise, and Ms. Christy is closing out projects she has managed.

Funding for DDSC FY24 project management efforts was approved through two board actions and funding for the position for that fiscal year is complete.

In early 2024 DD Strait Consulting, LLC was selected as the replacement capital projects manager following a competitive request for proposal process. That contract may be renewed up to four additional years and the position must be advertised every five years.

Scope of Work for the position includes grant applications to various entities, management of any funded projects, and additional duties as requested.

The total contract is not to exceed \$115,000 and will cover all services in FY25. The amount includes both direct costs and reimbursable costs, such as travel and printing of grant applications. As a contractor instead of a district employee, DDSC does not receive District benefits.

Budgets for anticipated FY25 expenditures include:

<b>Budgets for anticipated Project Management efforts</b>		<b>Reimbursed by Grant if awarded?</b>	
Selawik & Noorvik Fire Alarm Project Management	\$15,000	yes	
Davis-Ramoth K-12 School Renovation	\$20,000		
Buckland Phase II Project management	\$15,000	yes	
Buckland Boiler Replacement grant applications	\$5,000	yes	
Districtwide DDC Project Management	\$20,000	yes	
Districtwide Fire Alarm grant applications & Design team management	\$15,000	yes	
Deering – Managing design team, DEED FY26 grant application and early FY27 grant work	\$15,000	yes	
General Assistance as requested by the District, attendance at Board meetings, etc.	\$10,000	No, but from capital budget	
	\$115,000		

**ALTERNATIVES:**

1. Approve renewal of FY25 contract to DD Strait Consulting, LLC for capital project management services not to exceed \$115,000 as presented.
2. Do not approve renewal of FY25 contract to DD Strait Consulting, LLC for capital project management services not to exceed \$115,000 as presented.
3. Take no final action.

**ADMINISTRATION'S RECOMMENDATION:**

The administration recommends the Board approve renewal of capital projects management contract for FY25 to DD Strait Consulting, LLC in an amount not to exceed \$115,000 as presented.

## ACTION ITEM

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**TO:** Joint Maintenance and Construction  
Committee Members

**DATE:** June 4, 2024

**Number 24-158**

**FROM:** Office of the Superintendent

**SUBJECT:** Concurrence with  
Preliminary FY-26 Six-  
Year Capital  
Improvement Plan

### **ABSTRACT**

Department of Education and Early Development (DEED) School Construction Grant applications for FY 2026 are due September 1, 2024. Board approval of the Capital Improvement Plan (CIP) priorities is a requirement of the application process.

### **ISSUE**

At issue is JMCC concurrence with the preliminary projects for the Six-Year Capital Improvement Plan for FY 2026.

### **BACKGROUND AND/OR PERTINENT INFORMATION**

Department of Education and Early Development (DEED) School Construction Grant applications for FY 2026 are due September 1, 2024, and Board approval of the Capital Improvement Plan (CIP) priorities is a requirement of the application process. The Six-Year CIP is used to prioritize projects and establish the order of construction for District capital improvement projects. The School Board annually updates the Six-Year CIP. The District submits grant applications for the projects identified for the first year of the plan.

The Regional School Board and the Joint Maintenance and Construction Committee approval of the proposed Six-Year CIP is needed in June so that applications for the prioritized projects can be prepared over the summer. The JMCC's recommendations will be presented to the Board at their June meeting for their input and recommended priorities. Attached is a preliminary FY 2026 – FY 2031 CIP that includes a description of the proposed projects. Cost estimates of the FY 26 projects will be refined during the development of the application.

### **ALTERNATIVES:**

1. Concur with the Preliminary FY 2026 Six-Year Capital Improvement Plan, as presented.
2. Revise the Preliminary FY 2026 Six-Year Capital Improvement Plan.
3. Take no action.

### **ADMINISTRATION'S RECOMMENDATION:**

The administration recommends concurrence with the FY26 Six-Year Capital Improvement Plan.

### **ATTACHMENTS**

Attachment A: Proposed FY 2026 Six-Year CIP

FY 26 SIX YEAR CIP AS RECOMMENDED BY  
JOINT MAINTENANCE AND CONSTRUCTION COMMITTEE

\* Gray shading indicates potential FY25 funding by DEED

District Priority	Primary Purpose	Project Title & Description	SOA Aid	Estimated Project Cost
1	D	Davis-Ramoth K-12 School Systems Renewal– Renewal of building systems that have reached the end of useful life and functionality to include HVAC, DDC, fire protection system, and code upgrades.	X	\$9,600,000
2	D	Districtwide Fire System Repair and Replacement – JNES, KMHS, Noorvik, Buckland, Ambler and Shungnak require replacement. Parts are no longer available for repairs and the code has changed to require new systems with voice annunciation.	X	6,000,000
3	B	Deering K-12 Replacement School – new school on new site to replace overcrowded and worn-out facility. The existing site is not large enough to accommodate an addition without removal of the playground and relocating teacher housing off-site. In addition, many building components are beyond their use expectancy.	X	\$47,000,000
4	C	Districtwide DDC Controls – New DDC systems are needed at Ambler, Noorvik, Kiana, Kobuk, JNES, KMHS, Noatak and Shungnak to maintain and control heat. This will reduce operating and maintenance costs while improving the interior environment for students and staff. DDC for Buckland, Selawik and Deering are included in their respective applications.	X	9,000,000
5	C	Buckland Boiler Replacement– Replacement of Boilers and flues is the final phase of the Buckland HVAC Upgrade. District is utilizing Borough and Denali Commission funds to upgrade the outdated Buckland HVAC system and DDC controls in Phases I & II.	X	575,000

**FY 2026 TOTAL  
\$72,175,000**

	Primary Purpose	Project Title & Description	SOA Aid	Estimated Project Cost
		Projects not funded in FY 26 – It is anticipated resources will not be available to fund all requirements. They will take priority for FY 27.	X	Balance of FY 26 requests

	Primary Purpose	Project Title & Description	SOA Aid	Estimated Project Cost
6	C	Buckland K-12 School Exterior Envelope Renewal- replacement of roofing, doors and windows at the end of their useful life.	X	\$3,000,000
7	C	June Nelson Elementary School Roof Replacement- Replacement of failing roof, 20 years past its useful life. The school is experiencing frequent roof leaks that damage interior finishes and contribute to potential mold and structure damage and interfere with instruction.	X	3,500,000

**FY 2027 TOTAL  
\$6,500,000 +**

District Priority	Primary Purpose	Project Title & Description	SOA Aid	Estimated Project Cost
		Projects not funded in previous years – It is anticipated resources will not be available to fund all requested requirements. They will take priority for FY 28.	X	Balance of FY 27 requests
8	C	Noorvik K-12 School Roof Replacement - Replacement of roof which reached the end of its useful life in 2022.	<input checked="" type="checkbox"/>	\$3,500,000

**FY 2028 TOTAL  
\$3,500,000 +**

District Priority	Primary Purpose	Project Title & Description	SOA Aid	Estimated Project Cost
		Projects not funded in previous years – It is anticipated resources will not be available to fund all requested requirements. They will take priority for FY 29.	X	Balance of FY 28 requests
9	C	June Nelson Elementary School Renewal- to replace building components at the end of useful life.	<input checked="" type="checkbox"/>	\$7,500,000

**FY 2029 TOTAL  
\$7,500,000 +**

District Priority	Primary Purpose	Project Title & Description	SOA Aid	Estimated Project Cost
		Projects not funded in previous years – It is anticipated resources will not be available to fund all requested requirements. They will take priority for FY 30.	X	Balance of FY 29 requests
10	C	Noorvik School Renewal – Renewal of Aqqulak Noorvik School to replace building components at the end of useful life.	<input checked="" type="checkbox"/>	\$8,000,000

District Priority	Primary Purpose	Project Title & Description	SOA Aid	Estimated Project Cost

**FY 2030 TOTAL  
\$8,000,000 +**

District Priority	Primary Purpose	Project Title & Description	SOA Aid	Estimated Project Cost
		Projects not funded in previous years – It is anticipated resources will not be available to fund all requested requirements. They will take priority for FY 31.	X	Balance of FY 30 requests
11	C	Kiana K-12 School Renewal – Renewal of Kiana K-12 School to replace building components at the end of useful life.	<input checked="" type="checkbox"/>	\$5,500,000

**FY 2031 TOTAL  
\$5,500,000+**

Adopted June 5, 2024, at a duly convened meeting of the Northwest Arctic Borough School District at which a quorum was present and voting. I hereby certify that the information presented is true and correct to the best of my knowledge.

\_\_\_\_\_  
Superintendent

\_\_\_\_\_  
Date

\_\_\_\_\_  
School Board President

\_\_\_\_\_  
Date

## MEMORANDUM

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**TO:** NWABSD Board of Education  
Maintenance Committee

**DATE:** June 5, 2024

**NUMBER:** 24-159

**FROM:** Office of the Superintendent

**SUBJECT:** Updated Approval  
of Selection of Artwork for  
Kisimgiugtuq School

### **ABSTRACT**

This Memorandum updates the Selection of Art for school projects which requires Regional School Board approval as one artist withdrew their proposal.

### **ISSUE**

At issue is the approval of five proposals for artwork for the Kisimgiugtuq School.

### **BACKGROUND AND/OR PERTINENT INFORMATION**

State Statutes require that a percentage of construction funds for State funded be allocated for artwork for the facility. The total art budget for the Kivalina project is \$263,000. In 2020, at the recommendation of the Community of Kivalina the Board approved the selection of Kevin G. Smith Photography to provide a large photographic display in the commons and an additional mural was contracted for the gym. These works have been completed and a balance of \$128,000 remains.

Dollie Hawley is serving as the community coordinate for the selection of art in Kivalina. In coordination with her a request for proposals for art work was advertised in February. A total of five proposals were submitted by four artists. Photos of the proposals were posted for community review. The artists submitted samples of public artwork they have produced and proposed working with community and students in the final design of the artwork. Several proposed having students involved in the production.

A community meeting was to be held following the school dedication May 9. Unfortunately, this had to be cancelled. However, the general consensus of the community is to select all five proposals and have the District's project manager, Kathy Christy, coordinate the management of the art contracts in cooperation with the Kivalina community art coordinator and the school principal.

Robin Summers Murphy withdrew her proposal for the elementary wing due to scheduling conflicts. Clayton Conners was asked to create additional panels to his proposal for the elementary wing. This change adds \$3,000 to the original estimate of \$116,000. An additional selection metal works by Jeffery Dean will use the balance funding. This will be used coordination of the art projects and effort to obtain or have students create traditional objects such as a kayak and hunting and gathering tools.

Approval of the following updated list artists will allow the production of the artwork to be scheduled and included in the fall school calendar.

1. Clayton Conner – Proposal 1 mural for secondary commons area \$20,000 estimate
2. Clayton Conner – Proposal 2 mural of elementary wing \$43,000 estimate
3. Nancy-Haule Johnson – 1 ft by 2 ft tiles decorated with local plants and flowers beside the door of each classroom. \$12,000 estimate
4. Kevin Smith - Large aerial photo of the village of Kivalina for the north wall of the Commons/Dining Not to exceed \$39,600
5. Jeffery Dean – Not to exceed balance of funding – approximately \$13,000

### **ALTERNATIVES**

1. Approve the selection of all five proposals for art for the Kisimigiugtuq School and authorize the superintendent to enter into art contracts with the selected artists not to exceed the total art budget balance of \$128,000.
2. Do not concur with the selection of specific art proposals for the Kisimigiugtuq School
3. Do not approve the selection of any of the proposals for art for the Kisimigiugtuq School and do not authorize the superintendent to enter into art contracts with any of the proposed artists.

### **ADMINISTRATION'S RECOMMENDATION**

The administration recommends the approval of the selection of all five proposals for art for the Kisimigiugtuq School and authorize the superintendent to enter into art contracts with the selected artists not to exceed the total art budget balance of \$128,000.

**ATTACHMENTS:** Examples of the Artists' work.

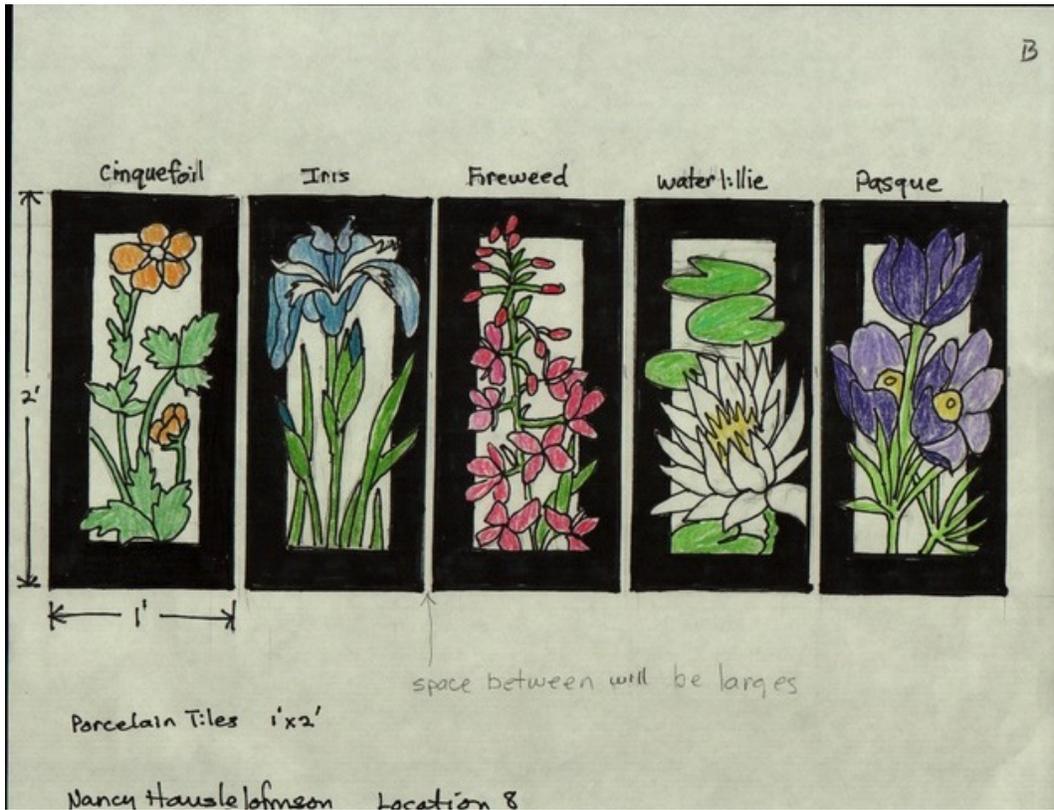
Clayton Conner #1 This is a concept – students to select the specific subject



Clayton Conner #2 Example of a student selected mural for Huslia School. Students to identify the subjects. Four pla



#3 Nancy Haule Johnson Students to select the plants and flowers



# 4 Kevin Smith large aerial of entire village of Kivalina (not the photo shown in this example).



# 5 Jeffery Dean - Example Approximately 4 ft x 5 ft



## MEMORANDUM

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**TO:** NWABSD Board of Education Members

**DATE:** June 5, 2024

**NUMBER:** 24-160

**FR:** Office of the Superintendent

**SUBJECT:** Approval of FY24 District  
Operating Budget  
Revision #3

### **ABSTRACT:**

The School Board shall establish and maintain a balanced budget.

### **ISSUE:**

At issue is the approval of the FY24 District Operating Fund Budget Revision #3

### **BACKGROUND AND/OR PERTINENT INFORMATION:**

The FY24 District Operating Fund Budget was approved and adopted at the April 25<sup>th</sup>, 2023 Regular School Board meeting with expenditures in the amount of \$60,362,320. Revision #1 was approved at the June 6, 2023 meeting with expenditures in the amount of \$63,531,405. Revision #2 was approved at the December 5, 2023 meeting with expenditures in the amount of \$63,307,834

Presented to you is Budget Revision #3 for the FY24 Operating Fund Budget.

Revision #3 is based on a review of revenues and expenditures. In summary Revision #3 includes:

Revenues: \$67,589,261

Expenditures: \$63,863,212

Transfer in from Other Funds: \$0

Transfers out to Other Funds: \$2,150,000

This budget revision includes an increase to revenue of \$6,061,261 and an increase in expenditures of \$1,465,427. See FY24 Budget Revision #3 details attached.

Overall, we are projecting an increase in fund balance of approximately \$1.6 million. \$8.6 million is the estimate for fund balance going into FY25, however, there has been an increase to health insurance plan costs in FY24 which will affect that balance significantly. Final FY24 Fund Balance will be known after the FY24 audit is complete.

### **ALTERNATIVES:**

1. Approve Revision #3 of the FY24 District Operating Fund Budget as presented;
2. Disapprove Revision #3 of the FY24 District Operating Fund Budget as presented;
3. Take no action.

**ADMINISTRATION'S RECOMMENDATION:**

The administration recommends the Board approve Revision #3 of the FY24 District Operating Fund Budget as presented.

**Northwest Arctic Borough School District  
FY24 Budget**

	FY24	FY24	Changes	NOTES
	Current Budget	Revised Budget		
<b>REVENUE</b>				
Other Local Revenue	\$600,000	\$830,000	\$230,000	Based on revenue trend. Includes Revenue from ATC at approximately \$750k
Earnings on Investments	\$600,000	\$700,000	\$100,000	Based on earnings trend
Donations/Contributions	\$125,000	\$125,000	\$0	Donation from AKIMA for Stud Act
Borough Appropriation	\$6,645,111	\$6,645,111	\$0	
E-rate Program	\$7,205,220	\$7,205,220	\$0	
State Foundation	\$37,434,458	\$37,706,297	\$271,840	Based on State projection
Quality Schools	\$109,952	\$109,592	(\$360)	Based on State projection
TRS On-behalf	\$1,955,492	\$1,932,859	(\$22,633)	Based on changes to positions/salaries
PERS On-behalf	\$326,903	\$256,389	(\$70,514)	Based on changes to positions/salaries
Revenue - Other State Sources	\$15,000	\$2,382,778	\$2,367,778	Includes one time funding for FY24
Impact Aid Program	\$6,510,519	\$9,696,015	\$3,185,496	Receipts through 4/1/2024
<b>TOTAL REVENUES</b>	<b>\$61,527,655</b>	<b>\$67,589,261</b>	<b>\$6,061,606</b>	
<b>TRANSFERS IN</b>				
District Technology Fund	\$0	\$0	\$0	
Locally Funded Maintenance CIP Fund	\$0	\$0	\$0	
NW Magnet School Expansion	\$0	\$0	\$0	
Magnet School Dormitory	\$0	\$0	\$0	
CIP Reserved Local Share	\$0	\$0	\$0	
<b>TOTAL TRANSFERS IN</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	
<b>EXPENSES</b>				
Certificated Salaries	\$14,853,111	\$14,099,918	(\$753,193)	Position vacancies
Non-Certificated Salaries	\$9,425,229	\$9,166,032	(\$259,197)	Position vacancies
Leave Pay Out	\$196,654	\$253,752	\$57,098	Increase based on leave payout encumbrance to date
Board Stipends	\$87,750	\$87,750	\$0	
Employee Benefits	\$10,388,505	\$10,526,896	\$138,391	Position vacancies
TRS On-behalf	\$1,955,492	\$1,932,859	(\$22,633)	Based on changes to positions/salaries
PERS On-behalf	\$326,903	\$256,389	(\$70,514)	Based on changes to positions/salaries
<b>SUBTOTAL: Personnel</b>	<b>\$37,233,645</b>	<b>\$36,323,596</b>	<b>(\$910,048)</b>	
Professional & Technical Services	\$3,910,267	\$3,928,718	\$18,451	Maintenance Services & Audit prep
Staff Travel	\$452,250	\$485,502	\$33,252	HR - New teacher travel
Board Travel	\$108,852	\$108,852	\$0	See attached Board budget revision
Student Travel	\$1,144,775	\$1,144,775	\$0	Student Activities
Utility Services	\$8,387,769	\$8,517,609	\$129,840	Water & Sewer costs in Deering & Kotzebue
Energy-includes electricity & fuel	\$4,928,070	\$6,159,426	\$1,231,356	Large Electricity cost increase & Moderate Heating fuel increase
Other Purchased Services	\$4,492,051	\$4,478,153	(\$13,899)	Reduction to HR budget, moved to Staff travel
Property & Liability Insurance	\$1,305,616	\$1,306,397	\$781	Added vehicle
Supplies, Materials & Media	\$1,479,821	\$1,519,821	\$40,000	Gas/Oil for KVL, Paper Dist Wide, Safety Training
Tuition	\$20,000	\$20,000	\$0	
Dues & Fees	\$134,719	\$140,364	\$5,646	Multiple School accounts - association dues
Inventoried Equipment	\$25,000	\$45,000	\$20,000	
Indirect Cost Recovery	(\$315,000)	(\$315,000)	\$0	
<b>SUBTOTAL: Non-Personnel</b>	<b>\$26,074,189</b>	<b>\$27,539,616</b>	<b>\$1,465,427</b>	
<b>TOTAL EXPENSES</b>	<b>\$63,307,834</b>	<b>\$63,863,212</b>	<b>\$555,378</b>	
<b>TRANSFERS OUT</b>				
Food Service Fund	\$0	\$0	\$0	
ATC	\$1,150,000	\$1,150,000	\$0	Estimated ATC transfer for FY24. See above note referencing ATC revenue. ATC expense over revenue estimated at \$650k, however transfer must be total of \$0 expenses.
Star of the Northwest - Magnet School	\$75,000	\$175,000	\$100,000	Estimated Star transfer for FY24
Teacher Housing Fund	\$450,000	\$750,000	\$300,000	Large increase to teacher housing repair costs
Student Transportation	\$150,000	\$75,000	(\$75,000)	Only one Bus Driver hired in FY24
<b>TOTAL TRANSFERS OUT</b>	<b>\$1,825,000</b>	<b>\$2,150,000</b>	<b>\$325,000</b>	
<b>INCREASE (DECREASE)-UNRESERVED FB</b>	<b>(\$3,605,179)</b>	<b>\$1,576,048</b>		
<b>FY23 Fund Balance</b>	<b>\$9,915,223</b>	<b>\$9,915,223</b>		From FY23 Audit - Page 125
<b>Budgeted (Increase) Decrease above</b>	<b>\$3,605,179</b>	<b>(\$1,576,048)</b>		
<b>Estimated Prepaid &amp; Inventory for FY24</b>	<b>\$2,800,000</b>	<b>\$2,800,000</b>		Fuel Inventory & Property & Liability Insurance
<b>Projected FY24 Fund Balance</b>	<b>\$3,510,044</b>	<b>\$8,691,271</b>		13.61% District should keep balance under 10%

NOTE: Health Insurance Costs won't be known until FY24 audit complete. Estimated \$4.5 million above budget

## MEMORANDUM

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**TO:** NWABSD Board of Education  
Members

**DATE:** June 5, 2024

**NUMBER:** 24-161

**FR:** Office of the Superintendent

**SUBJECT:** Approval of contract  
award for Medical Third-  
Party Administrator

### **ABSTRACT:**

Board approval is required for all contracts and agreements of \$ 50,000 or more.

### **ISSUE:**

At issue is the approval of contract award for a health insurance plan third-party administrator of the District's medical plan.

### **BACKGROUND AND/OR PERTINENT INFORMATION:**

The District put out a request for proposals (RPF) for a Health Insurance Plan Third-Party Administrator (TPA) to solicit bids to consider alternative providers who can offer enhanced services, cost-effectiveness, and innovative solutions that align with the evolving needs of our District. Meritain has administered the District's Medical plan for many years, since 2009, and the current plan year contract is set to expire 11/30/2024.

The District intends to award a three (3) year contract with two (2) separate one (1) year options to renew at the discretion of the District. The term for the initial contract will begin December 1, 2024 and end November 30, 2027.

The District's Medical TPA review committee reviewed three proposals and recommends awarding the contract to Premera Blue Cross. Premera's proposal offers a larger list of providers in-network at a lower estimated administrative cost to the District. Premera is an established Medical plan third-party administrator with the staffing to manage NWABSD's medical plan, and their proposal also included an implementation plan if NWABSD is to award them the contract.

### **ALTERNATIVES:**

1. Approve the contract award for Medical Third-Party Administrator to Premera Blue Cross;
2. Disapprove the contract award for Medical Third-Party Administrator to Premera Blue Cross;
3. Take no final action.

### **ADMINISTRATION'S RECOMMENDATIONS:**

The Administration recommends that the Board approve the contract award for Medical Third-Party Administrator to Premera Blue Cross.



## MEMORANDUM

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**TO:** NWABSD Board of Education

**DATE:** June 5, 2024

**NUMBER:** 24-163

**FR:** Office of the Superintendent

**SUBJECT:** Approval of Human Resources

**ABSTRACT:**

Each month, various Human Resources actions occur that 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.

**FUNDING SOURCE:**

**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 that the Board approve the human resources actions as presented.

**Addendum**  
**Human Resources**  
**June 2024**

1. **The administration recommends approval of the following action items:**

- a. Certified Rehires FY25
- b. Classified Rehires FY25
- c. Certified New Hires FY25

a. The administration recommends approval of the following FY25 Certified Rehires:

Location & Date	Name	Position
<b>JNES</b>		
08/25	Miranda Eakin	5 <sup>th</sup> grade Teacher
	Lisa Ungry	Kindergarten Teacher
<b>SELAWIK</b>		
08/25	Savanah Smead	6 <sup>th</sup> Grade Teacher

b. **The administration recommends approval of the following FY25 Classified Rehires:**

Location & Date	Name	Position
<b>ATC</b>		
07/24	Eugene Wilkerson	Recruiter
<b>DISTRICT OFFICE</b>		
07/24	Kiki Kenworthy	Maintenance Office Manager
	Wanda Baltazar	ELF Coordinator
	Bradley Eisel	Purchasing Agent
	Amie Gardner	HR Officer
	Qutan Lambert	HR Asst. Officer
	Kwang Hong	Computer Tech

**c. The administration recommends approval of the following FY25 New Hires:**

Location & Date	Name	Position
<b>KMHS</b>		
07/25	Leslie Owens	MS/ Lang. Arts
<b>SELAWIK</b>		
08/25	Payton McConnell	Speech Pathologist
<b>DISTRICT OFFICE</b>		
07/25	Jacob Ray	Literacy Specialist

**The administration reports the following non-action items:**

- a. Certified Resignations FY24
- b. Certified Resignations FY25
- c. Classified Resignations FY24
- d. Certified Transfers FY25

**a. The administration reports on the following FY24 Certified Resignations:**

Location & Date	Name	Position
<b>BUCKLAND</b>		
05/24	Alexa Swan	Reading Interventionist
<b>JNES</b>		
05/24	Demitiris Martinez	Elem. Teacher
<b>DISTRICT OFFICE</b>		
05/24	Christopher Walker	Computer Tech Support

**b. The Administration reports on the following FY25 Resignations:**

Location & Date	Name	Position
<b>JNES</b>		

05/24	Shelley Applegate	SPED PreK-12
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**KMHS**

05/24	Chris Parker	MS/HS Art
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**DISTRICT OFFICE**

05/24	Bobby Applegate	Asst. Superintendent
	Sheryl Alexander	Literacy Specialist

**c. The Administration reports on the following FY24 Classified Resignations:**

Location & Date	Name	Position
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**KIANA**

05/24	Helena Barr	Bilingual Instructor
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**d. The Administration reports on the following FY25 Certified Transfers:**

Location & date	Name	Position
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**JNES**

07/24	Richard Andrews	SPED PreK-12
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**ATC**

07/24	Joseph Groves	ATC Director
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**Addendum Changes**

**Human Resources**

**June 2024**

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

- a. Classified Rehires FY25
- c. Certified New Hires FY25

a. The administration recommends approval of the following FY25 Classified Rehires:

Location & Date	Name	Position
<b>AMBLER</b>		
08/25	Nellie Cleveland	Inupiaq Instructor
<b>BUCKLAND</b>		
08/25	Denny Hadley	Inupiaq Instructor
<b>DEERING</b>		
08/25	Samuel Gavin	Inupiaq Instructor
<b>JNES</b>		
08/25	Helen Allen	Inupiaq Instructor
	Winona Ballot	Inupiaq Instructor
	Jennifer Greene	Inupiaq Instructor
<b>KMHS</b>		
08/25	Sidney Sherman	Inupiaq Instructor
<b>KOBUK</b>		
08/25	Luke Jackson	Inupiaq Instructor
<b>NOATAK</b>		
08/25	Amelia Johnson	Inupiaq Instructor
<b>NOORVIK</b>		
08/25	Lloyd Morris	Inupiaq Instructor

**SELAWIK**

08/25	Mildred Greist	Inupiaq Instructor
	Carrie Skin	Inupiaq Instructor

**SHUNGNAK**

08/25	Dolly Custer	Inupiaq Instructor
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**ATC**

07/24	Matthew Cooper	Student Advisor
	Alejandro Vargas	Culinary Art Instructor
	China Kantner	Adult Ed. Instructor

**DISTRICT OFFICE**

07/24	Loretta Kittrell	Admin. Asst.
	John Miner	Computer Tech.
	Delia Shuster	Asst. Payroll Officer
	Shayne Schaeffer	Executive Assistant
	Kim Rotman	Accountant II
	Brandon Heisler	Maintenance
	Andres Sosa Navarro	Carpenter

- b. The administration recommends approval of the following FY25 Certified New Hires:

Location & Date	Name	Position
<b>BUCKLAND</b>		
08/24	Florence Nolton	Kindergarten Teacher
<b>DEERING</b>		
08/24	Daillo Guillemer	Teacher PreK/K/1 <sup>st</sup>
	Mary Romano	Teacher 4/5/6
<b>JNES</b>		
08/24	Mya Enderle	Teacher Grade 5
	May Geneston	Teacher PreK

Vernon Ceballos Teacher Grade 3

**KMHS**

07/24 Jessica Heisler Assistant Principal

08/24 Jane Quinones HS Lang. Arts

**KOBUK**

07/24 Eric Hart Principal/Teacher

08/24 Jean Loredo MS/HS Math/ Sci.

Jaz Ramirez MS/HS LA/SS

**NOATAK**

08/24 Lowel Bisenio. Teacher 5/6

Daphne Rashid-Tadeo MS/HS Lang. Arts

Lea Guleng MS/HS Math

Ivy Coritana Teacher PreK

**NOORVIK**

08/24 Jonathan Woldeit Teacher Grade 3

Lisa Carter Sped. PreK-12

**SELAWIK**

08/24 Amiee Webb Sped. PreK-12

Alma Celis MS Math/Science

Miraflor Tagupa Teacher Grade 2

Justy Tuquib MS/HS LA/SS

Paul Ramos Teacher Grade 6

Harold Dino Sped. PreK-12

**DISTRICT OFFICE**

08/24 Halie Mahoney Sped. Teacher Itinerant

The administration reports the following non-action items:

- a. Classified Resignations FY25
- b. Certified Transfers FY25

a. The administration reports on the following FY25 Classified Resignations:

Location & Date	Name	Position
<b>JNES</b>		
05/24	Emily Ungry	Sped Aide
	Karli Blackham	Instructional Aide

b. The Administration reports on the following FY25 Certified Transfers:

Location & date	Name	Position
<b>DISTRICT OFFICE</b>		
07/24	Sable Marandi	Assessment & Data Specialist



# NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT

Ambler · Buckland · Deering · Kiana · Kivalina · Kobuk · Kotzebue · Noatak · Noorvik · Selawik · Shungnak  
 PO Box 51 · Kotzebue, Alaska 99752 · Phone (907) 442-1800

## SY23-24

## SY24-25

	CERTIFIED POSITIONS	CLASSIFIED POSITIONS	TEMPORARY	H1-B/J1 STAFF	FILLED WITH LTS OR E.CERT	CERTIFIED POSITIONS	OPENINGS	CLASSIFIED POSITIONS	OPENINGS	TEMPORARY	H1-B/J1 STAFF	FILLED WITH LTS OR E.CERT
AMBLER	7	5	19	2	0	6	2	6	1	19	2	0
BUCKLAND	16	8	29	4	2	15	2	8	0	30	4	1
DEERING	7	7	14	0	1	7	0	6	2	15	2	0
JNES	26	22	20	5	5	25	0	21	1	23	7	1
KIANA	11	8	18	0	1	10	0	7	1	19	0	1
KIVALINA	11	8	23	8	1	11	1	9	4	26	8	1
KMHS	24	12	23	6	2	22	1	11	2	22	7	0
KOBUK	7	7	6	0	1	5	1	3	0	5	2	0
NOATAK	15	11	42	2	1	13	0	10	0	42	6	0
NOORVIK	17	10	28	4	2	16	4	10	1	33	6	0
SELAWIK	19	17	23	1	3	21	2	17	1	25	6	0
SHUNGNAK	8	6	12	4	1	7	0	5	1	10	4	1
ATC/STAR of Northwest	4	1	13	2	0	5	1	12	3	22	2	0
DIST. OFF. & MAINTENANCE	25	25	35	0	0	23	4	33	7	29	0	0

Terms: LTS – Long-term Substitute  
 E. Cert – Emergency Certificate

Turnover Rate from SY23 to SY24  
 Certified: 43%  
 Classified: 40%

Turnover Rate from SY24 to SY25  
 Certified: 30%  
 Classified: 14%

**MISSION:** To provide a learning environment that inspires and challenges students and employees to excel  
**VISION:** To graduate all students with the knowledge, skills, and attitudes necessary for a successful future

## **ADDENDUM FOR ADDITIONS AND CHANGES**

### **HUMAN RESOURCES**

**JUNE 2024**

The administration recommends approval of the following action items:

- a. Rescinding Resignation for  
FY25
- b. Classified Rehires for FY25
  - a. The administration recommends rescinding the resignation of Brandon Blackham for the 2024-25 school year.
  - b. The administration recommends the Rehire of Brandon Blackham as Director of Property Services for the 2024-25 school year.

## MEMORANDUM

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**TO:** NWABSD Board of Education  
Members

**DATE:** May 21, 2024

**NUMBER:** 24-164

**FR:** Office of the Superintendent

**SUBJECT:** Proctor Sales INC

**ABSTRACT:**

Board approval is required to expend \$50,000.00 and higher.

**ISSUE:**

At issue is board approval of the administration's request to pay \$88,462.50 to Proctor Sales INC to purchase and replace four boiler burners in the KMHS boiler module with freight at an additional estimate of \$5,702.50

**BACKGROUND AND/OR PERTINENT INFORMATION:**

The NWABSD Property Services department is requesting the purchase and installation of four new burners for the KMHS boilers in the amount of \$88,462.50. module with freight at an additional estimate of \$5,702.50. Currently the school is down to one boiler out of four boilers. Trying to find parts for the existing burners has become almost impossible and anything we do find is on eBay and or not available anywhere.

**ALTERNATIVES:**

1. Approve the administration's request for the purchase and replacement of four boiler burners in the KMHS boiler module not to exceed \$94,165.00 to Proctor Sales INC with freight.
2. Disapprove the administration's request for the purchase and replacement of four boiler burners in the KMHS boiler module not to exceed \$94,165.00 to Proctor Sales INC with freight.
3. Take no final action.

**ADMINISTRATION'S RECOMMENDATION:**

The administration recommends board approval of the administration's request for the purchase and replacement of four boiler burners in the KMHS boiler module not to exceed \$94,165.00 to Proctor Sales INC with freight.

amacdonald@GoPSi.com

From The Desk Of - Angela Macdonald

To: Northwest Arctic School District	Job#: PSIPROJECT18079
Attn: Troy Humphries	Quote #: PSIQ33590
Phone:	Date: 12/18/2017
Fax:	Job Name: Northwest Arctic School District - Monday, December 18, 2017

Freight Terms	Payment Terms
FOB Anchorage	

Qty	Description	Total Net Cost
<b>Burner Replacement</b>		
1	Demo existing Gordon Piatt burners. Supply and install (4) Riello RL130/E modulating oil fired burners to existing Weil McLain boilers. Burners complete with Siemens LMV 3 linkage less air fuel control, RWF55 modulating control, local/remote switch and alarm horn. Connect wiring and fuel piping. Perform factory trained startup and adjustment of system. Provide training to maintenance personnel. Quote includes airfare, lodging and all material within scope of work.	\$64,114.00
*Price adder to brush out flue passages of (4) boilers: \$1160.00*		

Total Cost of Quotation:	\$64,114.00
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Applicable taxes not included in the price shown above

NOTES AND EXCLUSIONS (Unless otherwise stated in quote)

1. Pricing is based on purchase of entire quote. Deviation from this may require price revisions to both product and freight.
2. All boilers and water heaters are furnished to job via motor freight. All off-loading and transport to mechanical room is the responsibility of installing contractor.
3. All venting, piping, gas regulators, filters/strainers, electrical connections at the jobsite are done by the installing contractor.
4. If a remote control panel is provided, all mounting & wiring between panel and equipment is by others and not part of this quote.
5. All seismic calculations, anchors and vibration isolation shall be supplied by others.
6. Remote wall mounted boiler Emergency Shut-off switches required for CSD-1 compliance are provided and installed by others.
7. All starters, disconnects and VFD's are to be supplied and installed by others.
8. Excludes all permits and any regional emission source testing.
9. Site conditions outside our control which require additional start-up time will be billed at our standard rate of \$125 per hour.



**APPENDIX A**  
**TERMS & CONDITIONS**

Except as specifically modified by the typed or handwritten portions of this proposal on the face side, the proposal is subject to the following terms and conditions.

**ACCEPTANCE OF PROPOSAL:** By signing and returning a copy of this proposal or a purchase order to the Seller, the Buyer shall be deemed to have accepted this proposal and agreed to the terms and conditions set forth herein. Seller may not amend or revoke this proposal for a period of 30 days from date hereof. If Buyer's acceptance is not received within such a period, Seller may amend or revoke this proposal at any time. Buyer understands that Seller is an independent sales representative and does not own or manufacture any of the new equipment covered by this proposal. Thus, upon acceptance by Buyer, it is understood that Seller's obligations hereunder are subject to the further conditions that the manufacturer will promptly approve and requires any adjustments in the prices or terms hereof unacceptable to Buyer. Seller shall have the option to void this entire proposal or substitute comparable equipment at the same or lower prices as quoted herein. However, the right of substitution shall not apply when the proposal is made as part of a bid on a construction project whose specifications expressly require use of equipment made by a manufacturer who does not approve the sale.

**TERMS OF PAYMENT AND PRICES:** The standard terms of payment are 30 days (O.A.C) from the date of shipment of any equipment or completion of the performance from the date of shipment of any equipment. In some instances progress payments will be required. If sale consists of equipment and startup services, payment terms shall be Net 30 days from date of shipment regardless of whether or not field services have been completed. If partial shipments are made or several types of services to be performed, Buyer may be invoiced as such partial shipment is made or upon completion of each type of service performed. In addition to the purchase price, Buyer shall pay all shipping costs or, if by prior arrangement Seller is to advance such shipping costs, reimburse Seller for such costs, Buyer shall also pay excise, sales, uses or other taxes or duties which the Seller may be required to pay because of the sale, delivery or use of equipment or services covered hereby, unless Buyer timely provides Seller with a resale certificate or other document acceptable to the appropriate taxing agency establishing an exemption from such taxes or duties. If after acceptance of this proposal Buyer requests changes in the equipment or services to be rendered or delays progress of the manufacturer or delays shipment of the equipment, or the performance of such services later than the dates specified herein, the price therefore shall be appropriately increased.

**RETENTION:** No retentions shall be withheld by Buyer unless agreed upon as part of a progress payment schedule.  
**SHIPMENT:** Unless otherwise specified, shipment of the equipment shall be FOB the place of manufacture of equipment. The Seller's responsibility for shipment shall cease and Buyer shall assume all risks of loss upon delivery to the transporting carrier. Any claims for shortages, delays or damages occurring thereafter shall be made by the Buyer directly to the transporting carrier. Any claims against the Seller for shortages in shipment shall be made written 15 days after receipt of shipment by Buyer.

**DELIVERY:** Seller will use its reasonable best efforts to cause shipment of equipment as scheduled, but all shipment dates are approximate only. Delays in delivery of equipment or the performance of services shall be excused when caused by strikes, lockouts, accidents, fire, acts of God, embargoes, or governmental action or any other cause beyond the reasonable control of the Seller or manufacturer/supplier, whether the same as or different from the instances therein specifically enumerated. If for some reasons, Seller or manufacturer/supplier is unable to ship within a reasonable time after the date scheduled, Seller may, at its option, cancel the agreement without liability, except for return of any amounts previously paid. In no event shall the Seller be responsible or incur any liability for an costs or damages or any nature sustained by Buyer due to any delay in delivery or failure to make delivery as scheduled due to circumstances beyond reasonable control.

**EQUIPMENT WARRANTY:** The Seller warrants that the equipment to be furnished pursuant to this proposal will conform to the description contained therein. However, the Seller does not warrant that any new equipment will be free of defects in design, material or workmanship and such equipment is sold subject to such warranties as are made by the manufacture/supplier for breach of any such manufacturer's supplier's warranty, any expense to be for Buyers account.

**SERVICE WARRANTY:** Seller warrants that all installation, start-up or other services to be performed by Seller as described in this proposal will be performed in a workmanlike manner and in accordance with the applicable laws and regulations. However, Buyer shall be responsible for obtaining any required permits or other governmental approvals required as a condition precedent to Seller's performance of such services. Such warranty hereunder shall extend for a period of 90 days after completion of such services. If several different types of services are to be performed, such 90-day period shall run from the completion date of each type of service. Any claimed deficiency in the matter in which such services are performed must be brought to Seller's attention in writing in such 90-day period. Upon lapse thereof without such claim being made, this warranty shall lapse. This warranty is limited to the repair or redoing without charge to Buyer of any defective or non-conforming services. At Seller's option, any warranty work will be performed only during regular working days. This warranty shall be inapplicable if the Buyer or any third party first attempts such repairs or redoing or if the equipment involved has been tampered with, altered, abused, subjected to abnormal treatment or maintained and operated in accordance with the Seller's or manufacturer's instructions and applicable methods.

**DISCLAIMER:** THE FOREGOING IS IN LIEU OF ALL OTHER CLAIMS OR WARRANTIES, ORAL, EXPRESSED, OR IMPLIED, INCLUDING ANY WARRANTY OR MERCHANT ABILITY OR FITNESS FOR A PARTICULAR PURPOSE, WHETHER BASED ON WARRANTY, TORY OR CONTRACT THEORIES, SELLER MAKES NO WARRANTIES WHATSOEVER, INCLUDING ANY WARRANTY OF MERCHANT-ABILITY OR FITNESS FOR A PARTICULAR PURPOSE, WITH ERSPECT TO USED EQUIPMENT, BUYER TAKES ANY USED EQUIPMENT "AS IS". Seller shall not be liable for any direct, special or consequential changes or loss to the Buyer or any third party as a result of defects in the equipment sold nor any damage to the equipment itself or caused by the equipment. Nor shall Seller be liable for any direct, special or consequential changes or loss to the Buyer or any third party as a result of any defective or non-conforming services performed hereunder.

**PATENT INFRINGEMENT:** Seller shall not be liable for any change, loss or expenses incurred by Buyer in the event of any suits the Buyer for an alleged infringement of any patent rights, covering equipment sold to buyer hereunder. However nothing herein shall be construed as relieving the manufacturer of such equipment from any responsibility it may have to the Buyer in connection with such a claim.

**SECURITY INTEREST:** Except in cases where payment of the purchase price has been guaranteed by the posting of an adequate bond benefiting the Seller and to secure payment of the purchase price. Buyer agrees that the Seller shall retain a security interest in the equipment until Buyer shall have paid in cash the full purchase price for all equipment sold and services performed hereunder. This security interest shall cover any proceeds of the equipment. Upon Seller's request, Buyer shall execute and deliver to Seller any financing statement or other documents requested by Seller reflecting its security interest. The equipment shall at all times be considered and remain the personal property. If full payment of the purchase price is not made when due, Buyer shall pay interest on the delinquent amount at the highest lawful contract rate, not to exceed 18% per annum, and all costs of collection, including reasonable attorney's fees. Such interest and costs shall be deemed secured by the foregoing security interest.

**INSURANCE:** So long as any portion of the purchase price remains unpaid, Buyer at its cost shall obtain insurance against loss or damage from all external causes, naming the Seller as an insured in an amount and form sufficient to protect the Seller's security interest in the equipment.

**APPLICABLE LAW:** The validity, performance and construction of the proposal shall be governed by the laws of the State of Washington.

## MEMORANDUM

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**TO:** NWABSD Board of Education  
Members

**DATE:** June 5, 2024

**NUMBER:** 24-165

**FR:** Office of the Superintendent

**SUBJECT:** Ratification of Tentative  
Negotiated Agreement  
with the Northwest Arctic  
Principal Association

### **ABSTRACT:**

Negotiated agreements require Board approval.

### **ISSUE:**

At issue is the ratification of the Tentative Negotiated Agreement with the Northwest Arctic Principal Association; July 01, 2023 – June 30, 2026.

### **BACKGROUND AND/OR PERTINENT INFORMATION:**

Northwest Arctic Principal Association (NAPA) has ratified the Tentative Agreement reached by the District and NAPA bargaining teams on May 14, 2024. A copy of the Tentative Agreement document is attached.

The District's legal counsel, Saul R. Friedman, has reviewed the document.

### **ALTERNATIVES:**

1. Ratify the Tentative Negotiated Agreement with the Northwest Arctic Principal Association for July 1, 2023– June 30, 2026 as presented;
2. Reject the Tentative Negotiated Agreement with the Northwest Arctic Principal Association for July 1, 2023– June 30, 2026 as presented;
3. Take no action.

### **ADMINISTRATION'S RECOMMENDATION:**

The administration recommends the board ratify the Tentative Negotiated Agreement with the Northwest Arctic Principal Association for July 1, 2023– June 30, 2026 as presented.

May 14, 2024, NAPA MEDIATION COUNTER PROPOSAL TO DISTRICT'S  
May 14, 2024, COUNTER PROPOSAL

*The terms and conditions of employment set forth in the current status quo Negotiated Agreement between the parties will continue in full force and effect except as modified by this counter proposal as follows:*

A. Article II. Duration, Section A. This Agreement will become effective retroactive to July 1, 2023, for those bargaining unit members employed on May 14<sup>th</sup>, 2024, and continue in force and effect until June 30, 2026.

B. Article XIV. Salary, Section A. The current salary schedule will increase by three (3) percent in FY 24, two (2) percent in FY 25, and three (3) percent in FY 26.

C. Article XIV. Salary, a new Section E, titled Returning Principal Bonus.

FY 23 Principals who return for FY 24 receive a \$2,000 non-TRS bonus.

FY 24 Principals who return for FY 25 receive a \$2,000 non-TRS bonus.

FY 25 Principals who return for FY 26 receive a \$2,000 non-TRS bonus.

D. Article XIV. Salary, Section B. change four (4) Saturdays to five (5) Saturdays.

E. Article XIV. Salary, Section D, Initial Step Placement.

An increase from five (5) years of successful experience to eight (8) years of such experience. In addition, commencing in FY 25, for initial step placement on the Principal salary schedule, a District teacher with at least five (5) years of successful and consecutive years of District teaching experience will be credited with one (1) step for each five (5) year term.

F. Article XIV. Salary, Section D, add the following three sentences: For FY 25 and FY 26 the number of contract workdays required by the Superintendent will be 215. The starting and ending dates of Principal contracts will be determined by the Superintendent. The Principal will be at site working on both the starting and ending dates, unless otherwise approved in writing by the Superintendent.

TENTATIVE AGREEMENT  
MAY 14, 2024  
For THE DISTRICT  
James Stewart  
For NAPA