

NWABSD Special Board Meeting

Wednesday, July 9, 2025 5:00 PM

Microsoft Teams, 744 Third Ave., Kotzebue, AK 99752

1.	<u>CALL TO ORDER, ROLL CALL</u>	Presenter: Margaret Hansen, President
2.	<u>MOMENT OF SILENCE</u>	Presenter: Margaret Hansen, President
3.	<u>PLEDGE OF ALLEGIANCE</u>	Presenter: Margaret Hansen, President
4.	<u>INTRODUCTION OF GUESTS/STAFF</u>	Presenter: Margaret Hansen, President
5.	<u>SUPERINTENDENT'S REPORT</u>	Presenter: Terri Walker, Superintendent
6.	<u>EXECUTIVE SESSION</u>	Presenter: Margaret Hansen, Board President
7.	<u>ADOPTION OF CONSENT AGENDA</u>	Presenter: Margaret Hansen, Board President
8.	<u>DATE, TIME, & LOCATION OF NEXT MEETING</u>	Presenter: Margaret Hansen, Board President
9.	<u>ADJOURNMENT</u>	

MEMORANDUM

TO: NWABSD Board of Education
Members

DATE: July 9, 2025

NUMBER:

FR: Office of the Superintendent

SUBJECT: Superintendent's Report

U.S. Department of Education Delays FY25 Federal Grant Funds

On Monday, the U.S. Department of Education (ED) notified states that FY2025 formula grant funds will not be disbursed on July 1 as expected. The delay affects several key programs:

- Title I-C (Migrant Education)
- Title II-A (Supporting Effective Instruction)
- Title III-A (Language Instruction for English Learners)
- Title IV-A (Student Support and Academic Enrichment)
- Title IV-B (21st Century Community Learning Centers)

ED has indicated that the delay is part of a broader review process following the transition to a new federal administration. While no timeline has been provided for when funds will be available, the Department has emphasized its intent to ensure decisions are aligned with federal priorities and statutory responsibilities.

At this time, we are not able to provide specific guidance on how this delay may impact district-level planning or program operations. However, DEED is actively monitoring the situation and will be prepared to take advantage of any flexibility or waiver opportunities that may be offered.

State Board of Education Regulation Change Proposal

See attached memo on the Local Contribution Regulation Change Proposal. I reached out to our attorney at JDO. He stated the following and helped draft a letter (Also Attached) in opposition to the regulation change.

As you know, Alaska receives a significant amount of money (tens of millions of dollars) in impact aid from the federal government. This is to compensate school districts with federal land that cannot be taxed. The state can deduct the impact aid from the federal government from its annual contribution to school districts, but only if there is not too large a gap between the funding for the most and least funded districts. In late May, the federal government notified Alaska that it had failed this disparity test (meaning that the gap between the most funded and least funded districts was too high) and that it may not receive up to \$81 million in federal dollars the state would have to pay, instead. A similar thing happened several years ago, and the state successfully appealed to get full impact aid funding.

The state has appealed this time, as well. However, at the same time, the state Board of Education proposed emergency regulations that it said would address the disparity gap. However, there were significant concerns from school officials that the proposed emergency regulations would actually further cut district funding from the state, while not addressing the issue that caused the federal government to warn that impact aid funding could be at risk. That is where these e-mails from Lisa arose – she was recommending districts contact the Board of Education to provide comment that it should not move forward with the emergency regulations.

As you also likely know, on Wednesday (two days after the e-mails you forwarded) the Board of Education did indeed pause the proposed regulations. You can read more about that here: <https://www.adn.com/alaska-news/education/2025/06/04/after-outrage-and-legal-threats-alaska-education-board-pauses-new-limits-on-local-funding-for-public-schools/>

This means that we are in the status quo, and are waiting to see how the state's appeal regarding impact aid goes. In the meantime, the Board of Education will consider their proposed emergency regulations through the regular rulemaking process, which takes many months. I expect there will be continued substantial pushback from school districts regarding the proposed regulations.

If there are no recommendations for any changes to the letter, I will send it out Thursday to the state before their next meeting.

Addition of a new department

As you know, the Iñupiaq program has historically been housed within the Curriculum Department. However, due to the broad scope of responsibilities within that department, the program has not received the focused attention it requires. If we are serious about accelerating the growth and impact of our Iñupiaq program, we must approach it with renewed urgency and intention. Continuing with the current structure will not yield the transformative results we seek. To truly advance the goals outlined in our strategic plan, it is essential that we establish a dedicated department, led by a Director, whose sole focus is the revitalization and integration of the Iñupiaq language and culture across our district.

With your support in approving the Director of Iñupiaq Programs position—funded through the ANEP grant over the next three years and Indian Ed. funds, we have the opportunity to accelerate progress on key Iñupiaq program initiatives. This Director will lead the development of the Iñupiaq-based science curriculum, strengthen partnerships to expand cultural events and activities, and support the immersion program by helping our Iñupiaq Ilitsautrit become fluent language speakers. This focused leadership is essential to realizing the full potential of our strategic goals for language and cultural revitalization.

Thank you,

Terri Walker, Superintendent

**To: Members of the State Board of
Education & Early Development**

June 04, 2025

From: Dr. Deena Bishop, Commissioner

Agenda Item: 14C

◆ ISSUE

The board is being asked to approve proposed emergency regulation amendments to 4 AAC 09 regarding the financing of public schools and the required local contribution.

◆ BACKGROUND

- The definition for “local contribution” for the purposes of the public education funding formula in AS 14.17 is proposed to be amended to align with the federal definition of “current expenditures” used by the impact aid program disparity test.
- The intent of the regulation change is to provide greater clarification regarding permissible local contributions by making reference to the federal law definition of expenditures for public education. This will provide greater certainty to school districts and assist in maintaining financial equity across the state’s school districts. In 2023, School Finance became aware of issues regarding districts receiving municipal appropriations to special revenue funds and questions regarding whether such contributions were or were not “outside the cap” of the maximum local contributions.
- The Department is also endeavoring to ensure compliance each year with the requirements of the federal Impact Aid Program (IAP) given its importance to the state’s funding of public education. Bringing the definition of local contribution for purposes of state public funding of public education into alignment where possible with the federal definition of expenditures in relation to public school funding would serve that purpose.
- In the fall of 2024, an initial draft of the regulation was provided to the Alaska Association of School Business Officials’ (ALASBO) Education Policy Workgroup with a request for its assistance identifying areas of potential concern. In consideration of feedback expressing concerns about the timeline and effective date, DEED delayed its anticipated timeline to bring the matter before the board.
- A copy of the proposed regulations can be found behind the cover memo.
- Heather Heineken, Director of Finance & Support Services, and Lori Weed, School Finance Manager, will be available to brief the board.

◆ OPTIONS

Approve the emergency regulations.

Don’t approve the emergency regulations.

Seek more information.

◆ SUGGESTED MOTION

I move the State Board of Education & Early Development approve proposed emergency regulation amendments to 4 AAC 09 regarding the financing of public schools and the required local contribution and adopt the emergency finding supporting this emergency regulation.



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

July 9, 2025

Dear Alaska State Board of Education and Early Development,

The Northwest Arctic Borough School District (NWABSD) writes this letter in opposition to the proposed regulatory changes regarding the financing of public schools and the required local contribution in Alaska.

The Northwest Arctic Borough School District (NWABSD), based in Kotzebue, serves about 1,850 students across eleven villages in the region. In fiscal year 2025, the district received just over \$8 million in local funding.

The district understands the regulatory changes are proposed to address the State's recent failure to pass the federal disparity test, which resulted in a loss of Impact Aid funding. However, like many other parties, the district has not seen evidence or confirmation that the proposed changes will solve that issue. The district does not believe it is appropriate to make significant changes to the local contribution calculation without knowing whether the proposed changes will solve the issues they are purported to address.

Furthermore, the District is concerned the proposed changes are vaguely written and could result in increased costs for the district, at a time of severe budget shortages. The regulatory changes would leave the term "services" undefined in 4 AAC 09.990(b), and it is unclear what non-instructional services currently provided by the Northwest Arctic Borough to the District would be included in the local contribution formula. It is also possible this new definition could mean that non-governmental contributions or donations to NWABSD could be included in the formula. These unknowns could have the effect of reducing the local contribution available to the district, while taking away resources from District students.

Particularly in times of austerity, changes to the school funding formula demand close attention and explanation. The district objects to these proposed regulatory changes and requests the State Board conduct and publish a more thorough analysis of the effects they would bring.

Sincerely,

Terri Walker
Superintendent

MEMORANDUM

TO: NWABSD Board of Education

DATE: July 9, 2026

NUMBER: 26-001

FR: Office of the Superintendent

SUBJECT: Human Resources

STRATEGIC PLAN/BOARD GOAL:

Track 1: Operational Improvements
Initiative: Optimize Business Practices

ABSTRACT:

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

ISSUE:

At issue is the approval of awareness of Human Resources actions for the District Office, Maintenance Department, Alaska Technical Center and school sites.

BACKGROUND AND/OR PERTINENT INFORMATION:

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

ALTERNATIVES:

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

ADMINISTRATION RECOMMENDATION:

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

**Human Resources
July 2026**

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

- a. Classified rehires FY26
- b. Certified new hires FY26
- c. Classified new hires FY26
- d. Certified Separations FY26
- e. Classified SeparationsFY25

a) The administration recommends the approval of the following FY26 Classified Rehires:

LOCATION&DATE	NAME	POSITION
<u>KIVALINA</u>		
8/11/25	Genevieve Swan	Bilingual Instructor
<u>ATC</u>		
8/11/25	Alejandro Vargas	Culinary Arts
7/1/25	China Kantner	AAE/GED Instructor
<u>Maintenance</u>		
7/1/25	Kiki Kenworthy	Secretary
<u>District Office</u>		
7/1/25	Brad Eisel	Purchasing Agent
7/1/25	Kwang Hong	PC Support Tech
7/1/25	Delia Shuster	Assistant Payroll Officer
7/1/25	John Milner	PC Support Tech
7/1/25	Hunter Lonewolf	PC Support Tech
7/1/25	Lorretta Kittrell	Administrative Assistant
7/1/25	Kim Rotman	Staff Development Specialist
7/1/25	Qutan Lambert	HR Officer
7/1/25	Michelle Gallahorn	HR Technician

b) The administration recommends the approval of the following FY26 Certified New Hires

LOCATION&DATE	NAME	POSITION
<u>Ambler</u>		
8/7/25	Luqman Hasan	Teacher
<u>Buckland</u>		
7/28/25	David Westenhover	Principal
<u>JNES</u>		
8/7/25	Carolyn Ripley	Teacher
8/7/25	Vaneesa White	Teacher
<u>KIVALINA</u>		
8/7/25	Lawrence Bloom	Teacher

KMHS

8/7/25

Daniel White

Teacher

c) The administration recommends the approval of the following FY26 Classified New Hires

LOCATION&DATE	NAME	POSITION
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JNES

8/11/25

Roberta Newlin

Instructional Aide

KIANA

7/1/25

Marvin Barr

Maintenance BPO

7/28/25

Cheryl Curtis-Jackson

Secretary

8/7/25

Tammy Youngblood

Instructional Aid

SELAWIK

8/7/25

Jansen Cowart

Bilingual Instructor

ATC/STAR

7/1/25

John Crabb

Assistant Director

District Office

7/1/25

Leah Tate

Payroll Officer

d) The administration recommends the approval of the following FY26 Certified Separations

LOCATION&DATE	NAME	POSITION
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District Office

6/6/25

Donna Ferolie

Councilor Intern

7/15/25

Scott Martin

Grants

7/15/25

Zonda Martin

Staff Development

e) The administration recommends the approval of the following FY25 Classified Separations

LOCATION&DATE	NAME	POSITION
---------------	------	----------

JNES

5/4/25

Bonnie Ungry

Instructional Aid

KIANA

6/11

Eryn Gooden

Secretary

NOORVIK

6/11

Beverly Zibell

Secretary

6/30

William Zibell

Maintenance BPO

ATC

5/21

Mathew Cooper

Recruiter

MAINTENANCE

5/30

Andrea Thrash

Secretary

DISTRICT OFFICE

6/30

Fannie Henry

Payroll

6/13

Shayne Pungowiyi

Assistant to Superintendent/SB

MEMORANDUM

TO: NWABSD Board of Education
Members

DATE: July 9, 2025

NUMBER: 26-002

FR: Office of the Superintendent

SUBJECT: Approval to Accept Alaska
Native Education Program
Grant Award

ABSTRACT:

Board Acceptance of New Grants

ISSUE:

At issue is the Board's Approval to accept a newly awarded grant for FY26-28.

BACKGROUND AND/OR PERTINENT INFORMATION:

In the spring of 2024, the district applied for a 3-year grant through the Alaska Native Education Program for The Iñupiatun Ilisaqta Project (TIIP).

The grants seek to preserve the Inupiaq language and culture through immersive education for Alaska Native students. With support from local Native organizations, TIIP will implement Pre-K–12 programs, cultural activities, and community engagement at three pilot schools. Its four goals focus on language fluency, curriculum integration, cultural exposure, and stakeholder involvement. Included is the project abstract and Grant Award Notification:

07/02/2025 – 7/01/2026 \$509,007

07/02/2026 – 7/01/2027 \$938,925

07/02/2027 – 7/01/2028 \$1,389,012

Total Grant Funding \$2,836,944

ALTERNATIVES:

1. Approve the acceptance of the Alaska Native Education Program Grant for The Iñupiatun Ilisaqta Project for the total amount over 3 years of \$2,836,944 as presented;
2. Disapprove the acceptance of the Alaska Native Education Program Grant for The Iñupiatun Ilisaqta Project for the total amount over 3 years of \$2,836,944 as presented;
3. Take no final action.

ADMINISTRATION'S RECOMMENDATION:

The administration recommends that the board approve the acceptance of the Alaska Native Education Program Grant for The Iñupiatun Ilisaqta Project for the total amount over 3 years of \$2,836,944 as presented.



**US Department of Education
Washington, D.C. 20202**

S356A250025

GRANT AWARD NOTIFICATION

1	RECIPIENT NAME Northwest Arctic Borough School District PO Box 51 Kotzebue, AK 99752	2	AWARD INFORMATION PR/AWARD NUMBER S356A250025 ACTION NUMBER 2 ACTION TYPE Administrative AWARD TYPE Discretionary													
3	PROJECT STAFF RECIPIENT PROJECT DIRECTOR Joy L Cogburn-Smith (907) 442-1800 jcogburn@nwarctic.org EDUCATION PROGRAM CONTACT Amber Williams amber.williams@ed.gov EDUCATION PAYMENT HOTLINE G5 PAYEE HELPDESK 888-336-8930 obsseed@servicenowservices.com	4	PROJECT TITLE 84.356A Northwest Arctic Borough School District (NWABSD) The Iñupiatun Ilisaqta Project (TIIP)													
5	KEY PERSONNEL <table border="0"> <thead> <tr> <th><u>NAME</u></th> <th><u>TITLE</u></th> <th><u>LEVEL OF EFFORT</u></th> </tr> </thead> <tbody> <tr> <td>Joy L Cogburn Smith</td> <td>Project Director</td> <td>5 %</td> </tr> </tbody> </table>			<u>NAME</u>	<u>TITLE</u>	<u>LEVEL OF EFFORT</u>	Joy L Cogburn Smith	Project Director	5 %							
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9	LEGISLATIVE AND FISCAL DATA <table border="0"> <tr> <td>AUTHORITY:</td> <td>PL 103-382 X DEPARTMENT OF EDUCATION APPROPRIATIONS ACT</td> </tr> <tr> <td>PROGRAM TITLE:</td> <td>ALASKA NATIVE EDUCATIONAL PROGRAM</td> </tr> <tr> <td>CFDA/SUBPROGRAM NO:</td> <td>84.356A</td> </tr> </table>			AUTHORITY:	PL 103-382 X DEPARTMENT OF EDUCATION APPROPRIATIONS ACT	PROGRAM TITLE:	ALASKA NATIVE EDUCATIONAL PROGRAM	CFDA/SUBPROGRAM NO:	84.356A							
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**US Department of Education
Washington, D.C. 20202**

S356A250025

GRANT AWARD NOTIFICATION

10

PR/AWARD NUMBER: S356A250025
RECIPIENT NAME: Northwest Arctic Borough School District
GRANTEE NAME: NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT
776 3RD AVE,
KOTZEBUE, AK 99752 - 0051
PROGRAM INDIRECT COST TYPE: Unrestricted
PROJECT INDIRECT COST RATE: 4.39%

TERMS AND CONDITIONS

- (1) THE BUDGET PERIOD AND PERFORMANCE PERIOD FOR THIS PROJECT ARE CHANGED TO THE DATES IN BLOCK 6. NO ADDITIONAL FUNDS ARE PROVIDED BY THIS ACTION.
- (2) Changed Budget start date from 5/5/25 to 7/2/2025 to reflect the date the funds where actually obligated and GANs issued to the grantees. AER

AUTHORIZING OFFICIAL

DATE

EXPLANATION OF BLOCKS ON THE GRANT AWARD NOTIFICATION

For Discretionary, Formula and Block Grants (See Block 2 of the Notification)

- 1. RECIPIENT NAME** - The legal name of the recipient or name of the primary organizational unit that was identified in the application, state plan or other documents required to be submitted for funding by the grant program.
- 2. AWARD INFORMATION** - Unique items of information that identify this notification.
 - PR/AWARD NUMBER** - A unique, identifying number assigned by the Department to each application. On funded applications, this is commonly known as the "grant number" or "document number." The PR/Award Number is also known as the Federal Award Identifying Number, or FAIN.
 - ACTION NUMBER** - A numeral that represents the cumulative number of steps taken by the Department to date to establish or modify the award through fiscal or administrative means. Action number "01" will always be "NEW AWARD"
 - ACTION TYPE** - The nature of this notification (e.g., NEW AWARD, CONTINUATION, REVISION, ADMINISTRATIVE)
 - AWARD TYPE** - The particular assistance category in which funding for this award is provided, i.e., DISCRETIONARY, FORMULA, or BLOCK. If this award was made under a Research and Development grant program, the terms RESEARCH AND DEVELOPMENT will appear under DISCRETIONARY, FORMULA OR BLOCK.
- 3. PROJECT STAFF** - This block contains the names and telephone numbers of the U.S. Department of Education and recipient staff who are responsible for project direction and oversight.
 - *RECIPIENT PROJECT DIRECTOR** - The recipient staff person responsible for administering the project. This person represents the recipient to the U.S. Department of Education.
 - EDUCATION PROGRAM CONTACT** - The U.S. Department of Education staff person responsible for the programmatic, administrative and business management concerns of the Department.
 - EDUCATION PAYMENT CONTACT** - The U.S. Department of Education staff person responsible for payments or questions concerning electronic drawdown and financial expenditure reporting.
- 4. PROJECT TITLE AND CFDA NUMBER** - Identifies the Catalog of Federal Domestic Assistance (CFDA) subprogram title and the associated subprogram number.
- 5.* KEY PERSONNEL** - Name, title and percentage (%) of effort the key personnel identified devotes to the project.
- 6. AWARD PERIODS** - Project activities and funding are approved with respect to three different time periods, described below:
 - BUDGET PERIOD** - A specific interval of time for which Federal funds are being provided from a particular fiscal year to fund a recipient's approved activities and budget. The start and end dates of the budget period are shown.
 - PERFORMANCE PERIOD** - The complete length of time the recipient is proposed to be funded to complete approved activities. A performance period may contain one or more budget periods.
 - *FUTURE BUDGET PERIODS** - The estimated remaining budget periods for multi-year projects and estimated funds the Department proposes it will award the recipient provided substantial progress is made by the recipient in completing approved activities, the Department determines that continuing the project would be in the best interest of the Government, Congress appropriates sufficient funds under the program, and the recipient has submitted a performance report that provides the most current performance information and the status of budget expenditures.
- 7. AUTHORIZED FUNDING** - The dollar figures in this block refer to the Federal funds provided to a recipient during the award periods.
 - *THIS ACTION** - The amount of funds obligated (added) or de-obligated (subtracted) by this notification.
 - *BUDGET PERIOD** - The total amount of funds available for use by the grantee during the stated budget period to this date.
 - *PERFORMANCE PERIOD** - The amount of funds obligated from the start date of the first budget period to this date.
 - RECIPIENT COST SHARE** - The funds, expressed as a percentage, that the recipient is required to contribute to the project, as defined by the program legislation or regulations and/or terms and conditions of the award.
 - RECIPIENT NON-FEDERAL AMOUNT** - The amount of non-federal funds the recipient must contribute to the project as identified in the recipient's application. When non-federal funds are identified by the recipient where a cost share is not a legislation requirement, the recipient will be required to provide the non-federal funds.
- 8. ADMINISTRATIVE INFORMATION** - This information is provided to assist the recipient in completing the approved activities and managing the project in accordance with U.S. Department of Education procedures and regulations.
 - UEI** - The UEI, issued in SAM.gov, is a unique 12 character organization identifier assigned to each recipient for payment purposes.

***REGULATIONS** - Title 2 of the Code of Federal Regulations(CFR), Part 200 as adopted at 2 CFR 3474; the applicable parts of the Education Department General Administrative Regulations (EDGAR), specific program regulations (if any), and other titles of the CFR that govern the award and administration of this grant.

***ATTACHMENTS** - Additional sections of the Grant Award Notification that discuss payment and reporting requirements, explain Department procedures, and add special terms and conditions in addition to those established, and shown as clauses, in Block 10 of the award. Any attachments provided with a notification continue in effect through the project period until modified or rescinded by the Authorizing Official.

9. LEGISLATIVE AND FISCAL DATA - The name of the authorizing legislation for this grant, the CFDA title of the program through which funding is provided, and U.S. Department of Education fiscal information.

FUND CODE, FUNDING YEAR, AWARD YEAR, ORG.CODE, PROJECT CODE, OBJECT CLASS -

The fiscal information recorded by the U.S. Department of Education's Grants Management System (G5) to track obligations by award.

AMOUNT - The amount of funds provided from a particular appropriation and project code. Some notifications authorize more than one amount from separate appropriations and/or project codes. The total of all amounts in this block equals the amount shown on the line, "THIS ACTION" (See "AUTHORIZED FUNDING" above (Block 7)).

10. TERMS AND CONDITIONS - Requirements of the award that are binding on the recipient.

***PARTICIPANT NUMBER** - The number of eligible participants the grantee is required to serve during the budget year.

***GRANTEE NAME** - The entity name and address registered in the System for Award Management (SAM). This name and address is tied to the UEI registered in SAM under the name and address appearing in this field. This name, address and the associated UEI is what is displayed in the SAM Public Search.

***PROGRAM INDIRECT COST TYPE** - The type of indirect cost permitted under the program (i.e. Restricted, Unrestricted, or Training).

***PROJECT INDIRECT COST RATE** - The indirect cost rate applicable to this grant.

***AUTHORIZING OFFICIAL** - The U.S. Department of Education official authorized to award Federal funds to the recipient, establish or change the terms and conditions of the award, and authorize modifications to the award

FOR FORMULA AND BLOCK GRANTS ONLY:

(See also Blocks 1, 2, 4, 6, 8, 9 and 10 above)

3. PROJECT STAFF - The U.S. Department of Education staff persons to be contacted for programmatic and payment questions.

7. AUTHORIZED FUNDING

CURRENT AWARD AMOUNT - The amount of funds that are obligated (added) or de-obligated (subtracted) by this action.

PREVIOUS CUMULATIVE AMOUNT - The total amount of funds awarded under the grant before this action.

CUMULATIVE AMOUNT - The total amount of funds awarded under the grant, this action included.

10. AFFILIATE - If an affiliate digital signature appears on this GAN, it is the digital signature belonging to the individual delegated the authority to affix the Authorizing Official's signature to the GAN.

* This item differs or does not appear on formula and block grants.

MEMORANDUM

TO: NWABSD Board of Education

DATE: July 9, 2025

NUMBER: 26-003

FR: Office of the Superintendent

SUBJECT: Approval of the Director of Iñupiaq Programs Position

ABSTRACT:

Approval by the board is needed for adding an additional position.

ISSUE:

At issue is to approve the position of the Director of Iñupiaq Programs as presented.

BACKGROUND AND/OR PERTINENT INFORMATION:

The Northwest Arctic Borough School District is committed to strengthening our Iñupiaq language and culture program. As outlined in our strategic plan, we are prioritizing the development of a comprehensive Iñupiaq curriculum, beginning with a place-based science program. We also plan to launch an Iñupiaq immersion school, starting with Pre-K. To ensure the success of these efforts, we recognize the importance of supporting our Iñupiaq Ilitsautri in becoming fluent speakers, so they are equipped to teach the language to future generations.

FUNDING SOURCE:

Grant Funded

ALTERNATIVES:

1. Approve the position of the Director of the Iñupiaq Programs as presented;
2. Do not approve the position of the Director of the Iñupiaq Programs as presented;
3. Take no final action.

ADMINISTRATION'S RECOMMENDATION:

The administration recommends the Board approve the position of the Director of the Iñupiaq Programs as presented.



Northwest Arctic Borough School District

HUMAN RESOURCES DEPARTMENT

P.O.BOX51 • KOTZEBUE,AK 99752 • (907)442-1810

POSITION VACANCY ANNOUNCEMENT

TITLE: Director, Iñupiaq Program

QUALIFICATIONS:

1. Bachelor's degree required, Native studies, linguistics, cultural studies, or a related field preferred. Master's degree in education, administration, or linguistics preferred.
 2. Knowledge of Iñupiaq language, history, and cultural traditions. Fluency in spoken and written Iñupiaq is preferred.
 3. Experience working with Indigenous communities, especially in rural Alaska.
 4. Minimum of five (5) years in educational leadership roles; Northwest Arctic/Rural Alaskan experience preferred.
 5. Strong leadership, organizational, communication, and conflict resolution skills.
 6. Demonstrated ability to work effectively in multilingual and multicultural environments.
 7. Experience with program supervision, curriculum development, strategic planning, and educational best practices.
 8. Knowledge of state and federal regulations governing education and grant funding.
 9. Experience in budget oversight, fiscal responsibility, business planning, and resource allocation.
 10. Ability to build and maintain partnerships with state, regional, and local entities.
 11. Demonstrated commitment to continuous improvement and educational change.
 12. Proven ability to lead teams, supervise personnel, and contribute to a collaborative management team.
 13. Willingness to live, work, and travel in remote areas of Western Alaska; flexible schedule including weekends/evenings.
-

REPORTS TO: Superintendent

SUPERVISES: Iñupiaq Program Specialist, Iñupiaq Ilitsautri, other department personnel

JOB GOAL: The Director of Iñupiaq Language and Culture leads the design, implementation, and evaluation of programs that preserve, revitalize, and promote the Iñupiaq language and cultural traditions throughout the Northwest Arctic Borough School District. The director ensures that Iñupiaq values, knowledge systems, and heritage are embedded into educational experiences for all students through collaboration with elders, tribal organizations, educators, families, and community partners.

PERFORMANCE RESPONSIBILITIES:

1. Provide strategic leadership for the Iñupiaq Program, aligning efforts with district goals and the strategic plan.
 2. Develop and support culturally responsive K–12 curriculum and language resources.
 3. Oversee program operations including staffing, budgeting, and fiscal management.
 4. Seek and manage state and federal grants to support language and cultural initiatives.
 5. Ensure compliance with all relevant state and federal education regulations.
 6. Promote professional development and recognize staff and student achievements.
 7. Coordinate with state agencies, tribal governments, academic institutions, and cultural organizations.
 8. Facilitate community engagement in language instruction, school events, and cultural activities.
 9. Plan and execute intergenerational cultural events such as camps, celebrations, and traditional knowledge exchanges.
 10. Build strong relationships with Iñupiaq Elders, local tribes, and community stakeholders.
 11. Monitor and evaluate program effectiveness using data analysis, surveys, and performance metrics.
 12. Represent the program at local, regional, and statewide conferences and events.
 13. Uphold high standards of ethical conduct and foster a culture of professionalism and accountability.
 14. Supervise and evaluate Iñupiaq program staff, ensuring alignment with district priorities.
 15. Recommend program changes to support long-term growth and alignment with the strategic plan.
 16. Prepare and present reports and recommendations to the Superintendent and School Board to support informed decision-making.
-

TERMS OF EMPLOYMENT: 261-day work year, 7.5 hrs. per day. Position begins when hired.

Salary as established by the Board of Education.

EVALUATION: Performance of this job will be evaluated in accordance with provisions of the Board's Policy on Evaluation of Professional Personnel.

APPLICATION PROCEDURES

DISTRICT EMPLOYEES must submit the following to the Human Resources Office: Request for transfer; list of work experience and letter of recommendation from current supervisor.

OTHER APPLICANTS must submit the following items to the Human Resources Office: A completed application, at least three (3) current references (one from most recent employer). All references must have current telephone numbers.

***APPLICANTS ALREADY ON FILE MUST SUBMIT
A LETTER EXPRESSING INTEREST IN THIS POSITION***

***ALL OF THE ABOVE MUST BE POSTMARKED OR RECEIVED ON OR BEFORE
THE CLOSING DATE TO BE CONSIDERED FOR THIS POSITION***

DATE ANNOUNCED..... TBD
DATE CLOSING Until Filled

**AN AFFIRMATIVE ACTION - EQUAL OPPORTUNITY EMPLOYER
APPLICATIONS FROM MINORITIES ARE ENCOURAGED**

MEMORANDUM

TO: NWABSD Board of Education

DATE: July 9, 2025

NUMBER: 26-004

FR: Office of the Superintendent

SUBJECT: Approval of
Superintendent Travel

ABSTRACT:

Superintendent's out-of-district travel requires Board approval.

ISSUE:

At issue is to approve the Superintendent's request for out-of-district travel as presented.

BACKGROUND AND/OR PERTINENT INFORMATION:

Request for Out-of-District Travel by the Superintendent Upcoming Travel Dates:
- August 1st, 2025, Superintendent's Fly-in Agenda: DEED Day

FUNDING SOURCE:

General Fund: budgeted for FY26

ALTERNATIVES:

1. Approve the Superintendent's request for out-of-district travel as presented;
2. Do not approve the Superintendent's request for out-of-district travel as presented;
3. Take no final action.

ADMINISTRATION'S RECOMMENDATION:

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

MEETING AGENDA



Friday, August 1, 2025

8:00am to 3:30pm

CENTENNIAL HALL

Sheffield Ballroom 1, 101 Egan Drive, Juneau



Time	Topic
8:00-8:30	CONTINENTAL BREAKFAST
8:30-9:15	Welcoming Remarks <i>Deena Bishop Ed.D., Commissioner</i>
9:15-10:30	AK Reads Act Updates <i>Kathy Moffitt, IEE Division Director</i> 2024-2025 AK STAR & AK Science Assessment Updates <i>Deena Bishop Ed.D., Commissioner, Karen Melin, Administrator for Assessment & Standards, & NWEA</i> Teacher and Principal Registered Apprenticeship <i>Kelly Manning, IEE Deputy Director & Monica Goyette, Project Coordinator</i> Teacher Certification Updates <i>Kelly Manning, IEE Deputy Director & Colleen Walker, Teacher Education and Certification Administrator</i>
10:30-10:45	BREAK
10:45-12:00	ESEA Federal Program Updates <i>Courtney Preziosi, ESEA Federal Programs Supervisor</i> Discussion: Superintendent Feedback on State and Federal Regulations <i>Facilitators: DEED Leadership</i>
12:00-1:00	CATERED LUNCH <i>DEED Staff Introductions with Commissioner Bishop</i>
1:00-2:15	DEED TEAM Updates <ul style="list-style-type: none"> • Absenteeism – <i>Sharon Fishel</i> • ACPE – <i>Kerry Thomas & Kate Hillenbrand</i> • AK Arts Education Data Project Update – <i>Annie Calkins</i> • Information Systems Update – <i>Dawn Hannasch & Ryan Stanley</i> • Preschool Updates - <i>Kristen Spencer & Supanika Ordonez</i>
2:15-3:30	Round Table Sectionals <ul style="list-style-type: none"> • ACPE – <i>Kerry Thomas & Kate Hillenbrand</i> • Assessment – <i>Karen Melin</i> • Career and Technical Education – <i>Brad Billings, Sheila Box, Felicia Swanson, & Bjorn Walter</i> • Child Nutrition - <i>Gavin Northey</i> • Facilities – <i>Don Wheeler</i> • ESEA Federal Programs – <i>Courtney Preziosi, Eli Barsy, Sarah Emmal, & Adrienne Schwartz</i> • Registered Apprenticeship – <i>Kelly Manning & Monica Goyette</i> • School Finance – <i>Lori Weed</i> • Special Education – <i>Don Enoch</i> • Virtual Education – <i>Kathy Moffitt</i>