BOARD OF EDUCATION WORKSESSIONS

Tuesday, August 26, 2025 8:15 AM
District Office Boardroom, 744 Third Ave., Kotzebue, AK 99752

1.	**8:15 a.m**	**Department Reports**	**Presenter:** Departments Directors
2.		**Action Item Review**	**Presenter:** Margaret Hansen, Board President
3.		**Communications Plan for Attendance (October Student Count OASIS)**	**Presenter:** Margaret Hansen, Board President
4.	**11:00 p.m.**	**NWALT Strategic Planning Update**	**Presenter:** Margaret Hansen, Board President
5.	**1:00 p.m.**	**Strategic Plan Review Update**	**Presenter:** Terri Walker, Superintendent
6.		**Data Review: Teacher Retention & Staffing**	**Presenter:** James Stewart, Director of HR
7.	**2:30 p.m.**	**Advisory School Council Minutes**	**Presenter:** Terri Walker, Superintendent
8.		**Board Committee Meeting Reports**	**Presenter:** NWABSD Board Members

MEMORANDUM

TO: NWABSD Board of Education Members

DATE: August 25, 2025

FR: Office of the Superintendent

SUBJECT: Administrative Services Report

Natalie Dickey, Director of Administrative Services, reports on the following:

The 2025/2026 fiscal and school year has begun. The Business Office staff has some new faces to begin the year, our accounting technician and payroll officer. This summer was spent finalizing FY25 payments, reconciling accounts, setting up new budgets, and ensuring effective methods in-house. Payroll is processing documents for the new hires of the district and reviewing current employees to ensure everyone is paid completely and correctly. The Business Office held district trainings during the Principals' and New Teachers' Inservices at the beginning of August to welcome new staff to the district, introduce them to the duties and expectations of the department, and how to access relevant information. Additionally, our staff held a Payroll Roundtable, Food Service Mandatory Training, and Secretary refresh during the inservice weeks. The ultimate goal is to have the resources in the hands of those who need it in the schools to make sure that they have what they need for the start of the year and how to troubleshoot timekeeping/payroll or accounting issues that arise.

The District's FY25 Final Audit was completed the week of August 11-August 15, 2025. The Auditors reviewed the District's FY25 financial records as well as the processes that are in place to confirm that the District is following Board Policy and Generally Accepted Accounting Principles (GAAP). It is anticipated that the Board will receive a report on any findings from the District's FY25 Audit during the October Retreat. The auditors need approximately 6 weeks to finalize the audit documents.

Attachments

The final monthly financial narrative report is included in your packet for the period ending June 30, 2025. The audtiors have assisted with reconciling outstanding encumbrances and preparing accurate balances and transfers for FY26. The financial narrative report was discussed during the Budget Committee meeting.

Also included for your review, the audit services engagement letter and the FY26 insurance coverages summary.

Northwest Arctic Borough School District
Financial Narrative
For Month Ending June 30, 2025

Included in the attached report are the FY25 reports for General Fund Revenue & Expenditures, Board Expenditures, and the Investment Account balance for month ending 6/30/2025. The Board last received a report June 2, 2025 with expenditures and revenue through April 30, 2025.

For the purposes of this report, we are approximately 100% through the fiscal year and have expended 89% of our general operating budget, as well as received 100% of our budgeted general fund revenue. 91% of our General Fund budget is expended and encumbered.

Northwest Arctic Borough School District
General Fund Revenue
For Month Ending June 30, 2025

		Approved Budgeted	Year to Date Exp	Encumbrance	Variance	% of Budget
Revenues By Object:						
011	Other Borough Revenue	8,068,263	8,068,263	-	-	100%
012	In-Kind Contribution	-	-	-	-	NA
030	Interest Income	770,000	754,278	-	15,722	98%
040	Other Local Revenue	2,100,000	1,227,872	-	872,128	58%
047	E-Rate Program Revenue	19,452,945	19,526,602	-	(73,657)	100%
051	Foundation Program	36,379,653	36,638,662	-	(259,009)	101%
090	Other State Funding	105,925	105,910	-	15	100%
056	TRS On-Behalf	2,505,160	2,351,999	-	153,161	94%
057	PERS On-Behalf	447,788	441,422	-	6,366	99%
111	Impact Aid	3,441,882	4,121,701	-	(679,819)	120%
250	Transfers In	1,500,000	1,500,000	-	-	100%
Revenue Totals		74,771,616	74,736,709	-	34,907	100%
			100%	% Received to date		

Percentage of All Funds Total Budget Expended:	89.11%
Percentage of Year Passed:	100.00%
General Checking Account Ending Balance	$9,449,148.01
Wells Fargo IILD Account	$15,953,399.57
JNES Scholarship Account	$4,186.77
Month End Cash In Bank Account	$25,406,734

Northwest Arctic Borough School District
General Fund Expenditures by Object & Function
For Month Ending June 30, 2025

		Approved Budget	Year to Date Exp	Encumbrance	Variance	% of Budget
Expenditures By Object:						
310	Certificated Salaries	15,374,864	15,037,504	-	337,360	98%
320	Non-Certificated Salaries	8,579,196	7,706,940	-	872,256	90%
331	Leave Pay Out	339,109	295,446	-	43,663	87%
333	Stipends	119,750	106,750	-	13,000	89%
360	Employee Benefits	12,621,888	10,304,682	-	2,317,206	82%
367	TRS On-behalf	2,505,160	2,351,999	-	153,161	94%
368	PERS On-behalf	447,788	441,422	-	6,366	99%
	SUBTOTAL: Personnel	**39,987,756**	**36,244,744**	**-**	**3,743,012**	**91%**
410	Professional & Technical Services	4,910,547	3,959,146	10,486	940,915	81%
420	Staff Travel	435,000	268,895	-	166,105	62%
420	Board Travel	83,852	54,840	-	29,012	65%
425	Student Travel	1,253,775	1,248,027	-	5,748	100%
430	Utility Services	21,696,384	20,650,109	1,951,811	(905,536)	95%
435	Energy-includes electricity & fuel	5,141,043	4,996,279	-	144,765	97%
440	Other Purchased Services	4,522,041	4,438,481	-	83,560	98%
445	Property & Liability Insurance	1,397,452	1,397,451	-	1	100%
450	Supplies, Materials & Media	1,756,735	1,797,098	1,145	(41,508)	102%
480	Tuition	40,000	28,739	-	11,261	72%
490	Dues & Fees	79,280	149,386	5,714	(75,820)	188%
510	Inventoried Equipment	55,000	39,899	-	55,000	73%
495	Indirect Cost Recovery	(250,000)	(320,670)	-	(248,211)	128%
	SUBTOTAL: Non-Personnel	**41,121,108**	**38,707,680**	**1,969,156**	**165,290**	**94%**
550	Transfer Out	3,005,214	-	-	3,005,214	0%
Expense Totals		**84,114,078**	**74,952,423**	**1,969,156**	**6,913,516**	**91%**
			89% Expended to date			

		Budgeted	Year to Date Exp	Encumbrance	Variance	% of Budget
Expenditures by Function						
100	Regular Instruction	18,091,625	16,500,375	-	1,591,250	91%
200	Special Education	7,550,357	6,708,758	-	841,599	89%
220	Special Education Support Services	1,358,601	1,127,880	-	230,722	83%
300	Student Support Services	303,348	89,077	-	214,271	29%
350	Instructional Support	23,621,738	22,432,324	1,951,496	(762,083)	95%
400	School Administration	3,511,061	3,514,013	-	(2,951)	100%
450	School Admin Support Staff	1,295,197	1,115,691	-	179,507	86%
510	District Administration	1,203,936	1,096,670	7,129	100,137	91%
511	Board of Education	643,201	556,780	-	86,420	87%
550	District Admin Support	3,228,836	2,962,993	9,071	256,771	92%
600	Maintenance & Operations	18,241,898	17,061,283	1,460	1,179,155	94%
700	Student Activity	1,939,066	1,882,659	-	56,407	97%
900	Transfer Out	3,005,214	-	-	3,005,214	0%
Total Expenditures		**83,994,078**	**75,048,503**	**1,969,156**	**6,976,419**	**92%**

Altman, Rogers & Co. | CERTIFIED PUBLIC ACCOUNTANTS

May 30, 2025

Natalie Dickey
Northwest Arctic Borough School District
P.O. Box 51
Kotzebue, Alaska 99752

Dear Ms. Dickey:

Enclosed is the engagement letter to provide audit services for the year ending June 30, 2025. The engagement letter is addressed to the Audit Committee or Chairman of the School Board; however, they may authorize anyone to sign this contract.

Please feel free to contact me with any questions at (907) 274-2992 or email at stevew@altrogco.com with your preferences for fieldwork dates.

Sincerely,

ALTMAN, ROGERS & CO.

Steve E. Wadleigh, CPA
Principal

Enclosures

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May 30, 2025

Audit Committee or Chairman of the Board
Northwest Arctic Borough School District
P.O. Box 51
Kotzebue, Alaska 99752

Dear Audit Committee or Chairman of the Board:

We are pleased to confirm our understanding of the services we are to provide for Northwest Arctic Borough School District for the year ended June 30, 2025.

Audit Scope and Objectives

We will audit the financial statements of the governmental activities, the business-type activities, the aggregate discretely presented component units, each major fund, and the aggregate remaining fund information, including the disclosures, which collectively comprise the basic financial statements, of Northwest Arctic Borough School District as of and for the year ended June 30, 2025. Accounting standards generally accepted in the United States of America (GAAP) provide for certain required supplementary information (RSI), to supplement Northwest Arctic Borough School District's basic financial statements. Such information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. As part of our engagement, we will apply certain limited procedures to Northwest Arctic Borough School District's RSI in accordance with auditing standards generally accepted in the United States of America (GAAS). These limited procedures will consist of inquiries of management regarding the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We will not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient appropriate evidence to express an opinion or provide any assurance. The following RSI is required by GAAP and will be subjected to certain limited procedures, but will not be audited:

1) Budgetary comparison schedules.
2) Schedules of proportionate share of the net pension and the OPEB liabilities (asset) and contributions.

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Offices in Juneau and Soldotna A Professional Corporation

We have also been engaged to report on supplementary information other than RSI that accompanies Northwest Arctic Borough School District's financial statements. We will subject the following supplementary information to the auditing procedures applied in our audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS, and we will provide an opinion on it in relation to the financial statements as a whole in a separate written report accompanying our auditor's report on the financial statements or in a report combined with our auditor's report on the financial statements.

1) Schedule of expenditures of federal awards and related notes.
2) Schedule of state financial assistance and related notes.
3) Additional supplementary information.

The objectives of our audit are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and issue an auditor's report that includes our opinions about whether your financial statements are fairly presented, in all material respects, in conformity with GAAP, and report on the fairness of the supplementary information referred to in the second paragraph when considered in relation to the financial statements as a whole. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS and *Government Auditing Standards* will always detect a material misstatement when it exists. Misstatements, including omissions, can arise from fraud or error and are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment of a reasonable user made based on the financial statements. The objectives also include reporting on:

- Internal control over financial reporting and compliance with provisions of laws, regulations, contracts, and award agreements, noncompliance with which could have a material effect on the financial statements in accordance with *Government Auditing Standards*.
- Internal control over compliance related to major programs and an opinion (or disclaimer of opinion) on compliance with federal and state statutes, regulations, and the terms and conditions of federal and state awards that could have a direct and material effect on each major program in accordance with the Single Audit Act Amendments of 1996 and Title 2 U.S. *Code of Federal Regulations* (CFR) Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance) and the *State of Alaska Audit Guide and Compliance Supplement for State Single Audits*.

Auditor's Responsibilities for the Audit of the Financial Statements and Single Audit

We will conduct our audit in accordance with GAAS; the standards for financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States; the Single Audit Act Amendments of 1996; and the provisions of the Uniform Guidance and the *State of Alaska Audit Guide and Compliance Supplement for State Single Audits*, and will include tests of accounting records, a determination of major program(s) in accordance with Uniform Guidance and the *State of Alaska Audit Guide and Compliance Supplement for State Single Audits*, and other procedures we consider necessary to enable us to express such opinions. As part of an audit in accordance with GAAS and *Government Auditing Standards*, we exercise professional judgment and maintain professional skepticism throughout the audit.

We will evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management. We will also evaluate the overall presentation of the financial statements, including the disclosures, and determine whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation. We will plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement, whether from (1) errors, (2) fraudulent financial reporting, (3) misappropriation of assets, or (4) violations of laws or governmental regulations that are attributable to the government or to acts by management or employees acting on behalf of the government. Because the determination of waste and abuse is subjective, *Government Auditing Standards* do not expect auditors to perform specific procedures to detect waste or abuse in financial audits nor do they expect auditors to provide reasonable assurance of detecting waste or abuse.

Because of the inherent limitations of an audit, combined with the inherent limitations of internal control, and because we will not perform a detailed examination of all transactions, there is an unavoidable risk that some material misstatements or noncompliance may not be detected by us, even though the audit is properly planned and performed in accordance with GAAS and *Government Auditing Standards*. In addition, an audit is not designed to detect immaterial misstatements or violations of laws or governmental regulations that do not have a direct and material effect on the financial statements or on major programs. However, we will inform the appropriate level of management of any material errors, any fraudulent financial reporting, or misappropriation of assets that come to our attention. We will also inform the appropriate level of management of any violations of laws or governmental regulations that come to our attention, unless clearly inconsequential. We will include such matters in the reports required for a Single Audit. Our responsibility as auditors is limited to the period covered by our audit and does not extend to any later periods for which we are not engaged as auditors.

We will also conclude, based on the audit evidence obtained, whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the government's ability to continue as a going concern for a reasonable period of time.

Our procedures will include tests of documentary evidence supporting the transactions recorded in the accounts, tests of the physical existence of inventories, and direct confirmation of receivables and certain assets and liabilities by correspondence with selected individuals, funding sources, creditors, and financial institutions. We will also request written representations from your attorneys as part of the engagement.

We have identified the following significant risk(s) of material misstatement as part of our audit planning:

1) Improper revenue recognition.
2) Management override of internal controls.

We may, from time to time and depending on the circumstances, use third-party service providers in serving your account. We may share confidential information about you with these service providers but remain committed to maintaining the confidentiality and security of your information. Accordingly, we maintain internal policies, procedures, and safeguards to protect the confidentiality of your personal information. In addition, we will secure confidentiality agreements with all service providers to maintain the confidentiality of your information and we will take reasonable precautions to determine that they have appropriate procedures in place to prevent the unauthorized release of your confidential information to others. In the event that we are unable to secure an appropriate confidentiality agreement, you will be asked to provide your consent prior to the sharing of your confidential information with the third-party service provider. Furthermore, we will remain responsible for the work provided by any such third-party service providers.

Our audit of financial statements does not relieve you of your responsibilities.

Audit Procedures—Internal Control

We will obtain an understanding of the government and its environment, including the system of internal control, sufficient to identify and assess the risks of material misstatement of the financial statements, whether due to error or fraud, and to design and perform audit procedures responsive to those risks and obtain evidence that is sufficient and appropriate to provide a basis for our opinions. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentation, or the override of internal control. Tests of controls may be performed to test the effectiveness of certain controls that we consider relevant to preventing and detecting errors and fraud that are material to the financial statements and to preventing and detecting misstatements resulting from illegal acts and other noncompliance matters that have a direct and material effect on the financial statements. Our tests, if performed, will be less in scope than would be necessary to render an opinion on internal control and, accordingly, no opinion will be expressed in our report on internal control issued pursuant to *Government Auditing Standards*.

As required by the Uniform Guidance and the *State of Alaska Audit Guide and Compliance Supplement for State Single Audits* we will perform tests of controls over compliance to evaluate the effectiveness of the design and operation of controls that we consider relevant to preventing or detecting material noncompliance with compliance requirements applicable to each major federal and state award programs. However, our tests will be less in scope than would be necessary to render an opinion on those controls and, accordingly, no opinion will be expressed in our report on internal control issued pursuant to the Uniform Guidance and the *State of Alaska Audit Guide and Compliance Supplement for State Single Audits*.

An audit is not designed to provide assurance on internal control or to identify significant deficiencies or material weaknesses. Accordingly, we will express no such opinion. However, during the audit, we will communicate to management and those charged with governance internal control related matters that are required to be communicated under AICPA professional standards, *Government Auditing Standards*, and the Uniform Guidance and the *State of Alaska Audit Guide and Compliance Supplement for State Single Audits*.

Audit Procedures—Compliance

As part of obtaining reasonable assurance about whether the financial statements are free of material misstatement, we will perform tests of Northwest Arctic Borough School District's compliance with provisions of applicable laws, regulations, contracts, and agreements, including grant agreements. However, the objective of those procedures will not be to provide an opinion on overall compliance, and we will not express such an opinion in our report on compliance issued pursuant to *Government Auditing Standards*.

The Uniform Guidance and the *State of Alaska Audit Guide and Compliance Supplement for State Single Audits*, requires that we also plan and perform the audit to obtain reasonable assurance about whether the auditee has complied with federal and state statutes, regulations, and the terms and conditions of federal and state awards applicable to major programs. Our procedures will consist of tests of transactions and other applicable procedures described in the *OMB Compliance Supplement* for the types of compliance requirements that could have a direct and material effect on each of Northwest Arctic Borough School District's major programs. For federal and state programs that are included in the Compliance Supplement, our compliance and internal control procedures will relate to the compliance requirements that the Compliance Supplement identifies as being subject to audit. The purpose of these procedures will be to express an opinion on Northwest Arctic Borough School District's compliance with requirements applicable to each of its major programs in our report on compliance issued pursuant to the Uniform Guidance and the *State of Alaska Audit Guide and Compliance Supplement for State Single Audits*.

Responsibilities of Management for the Financial Statements and Single Audit

Our audit will be conducted on the basis that you acknowledge and understand your responsibility for (1) designing, implementing, establishing, and maintaining effective internal controls relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error, including internal controls over federal and state awards, and for evaluating and monitoring ongoing activities to help ensure that appropriate goals and objectives are met; (2) following laws and regulations; (3) ensuring that there is reasonable assurance that government programs are administered in compliance with compliance requirements; and (4) ensuring that management and financial information is reliable and properly reported. Management is also responsible for implementing systems designed to achieve compliance with applicable laws, regulations, contracts, and grant agreements. You are also responsible for the selection and application of accounting principles; for the preparation and fair presentation of the financial statements, schedule of expenditures of federal awards, schedule of state financial assistance, and all accompanying information in conformity with accounting principles generally accepted in the United States of America; and for compliance with applicable laws and regulations (including federal and state statutes), rules, and the provisions of contracts and grant agreements (including award agreements). Your responsibilities also include identifying significant contractor relationships in which the contractor has responsibility for program compliance and for the accuracy and completeness of that information.

You are also responsible for making drafts of financial statements, schedule of expenditures of federal awards, schedule of state financial assistance, all financial records, and related information available to us; for the accuracy and completeness of that information (including information from outside of the general and subsidiary ledgers); and for the evaluation of whether there are any conditions or events, considered in the aggregate, that raise substantial doubt about the government's ability to continue as a going concern for the 12 months after the financial statements date or shortly thereafter (for example, within an additional three months if currently known). You are also responsible for providing us with (1) access to all information of which you are aware that is relevant to the preparation and fair presentation of the financial statements, such as records, documentation, identification of all related parties and all related-party relationships and transactions, and other matters; (2) access to personnel, accounts, books, records, supporting documentation, and other information as needed to perform an audit under the Uniform Guidance and the *State of Alaska Audit Guide and Compliance Supplement for State Single Audits*; (3) additional information that we may request for the purpose of the audit; and (4) unrestricted access to persons within the government from whom we determine it necessary to obtain audit evidence. At the conclusion of our audit, we will require certain written representations from you about the financial statements; schedule of expenditures of federal awards; schedule of state financial assistance, federal and state award programs; compliance with laws, regulations, contracts, and grant agreements; and related matters.

Your responsibilities include adjusting the financial statements to correct material misstatements and confirming to us in the management representation letter that the effects of any uncorrected misstatements aggregated by us during the current engagement and pertaining to the latest period presented are immaterial, both individually and in the aggregate, to the financial statements of each opinion unit taken as a whole.

You are responsible for the design and implementation of programs and controls to prevent and detect fraud, and for informing us about all known or suspected fraud affecting the government involving (1) management, (2) employees who have significant roles in internal control, and (3) others where the fraud could have a material effect on the financial statements. Your responsibilities include informing us of your knowledge of any allegations of fraud or suspected fraud affecting the government received in communications from employees, former employees, grantors, regulators, or others. In addition, you are responsible for identifying and ensuring that the government complies with applicable laws, regulations, contracts, agreements, and grants. You are also responsible for taking timely and appropriate steps to remedy fraud and noncompliance with provisions of laws, regulations, contracts, and grant agreements that we report. Additionally, as required by the Uniform Guidance and the *State of Alaska Audit Guide and Compliance Supplement for State Single Audits*, it is management's responsibility to evaluate and monitor noncompliance with federal and state statutes, regulations, and the terms and conditions of federal and state awards; take prompt action when instances of noncompliance are identified including noncompliance identified in audit findings; promptly follow up and take corrective action on reported audit findings; and prepare a summary schedule of prior audit findings and a separate corrective action plan. The summary schedule of prior audit findings should be available for our review at the start of the audit.

You are responsible for identifying all federal and state awards received and understanding and complying with the compliance requirements and for the preparation of the schedule of expenditures of federal awards, schedule of state financial assistance, (including notes and noncash assistance received, and COVID-19-related concepts, such as lost revenues, if applicable) in conformity with the Uniform Guidance and the *State of Alaska Audit Guide and Compliance Supplement for State Single Audits*. You agree to include our report on the schedule of expenditures of federal awards, and the schedule of state financial assistance, in any document that contains, and indicates that we have reported on, the schedule of expenditures of federal awards and schedule of state financial assistance. You also agree to include the audited financial statements with any presentation of the schedule of expenditures of federal awards, and schedule of state financial assistance, that includes our report thereon or make the audited financial statements readily available to intended users of the schedule of expenditures of federal awards no later than the date the schedule of expenditures of federal awards is issued with our report thereon. Your responsibilities include acknowledging to us in the written representation letter that (1) you are responsible for presentation of the schedule of expenditures of federal awards, schedule of state financial assistance, in accordance with the Uniform Guidance and the *State of Alaska Audit Guide and Compliance Supplement for State Single Audits*; (2) you believe the schedule of expenditures of federal awards and schedule of state financial assistance, including its form and content, is stated fairly in accordance with the Uniform Guidance and the *State of Alaska Audit Guide and Compliance Supplement for State Single Audits*; (3) the methods of measurement or presentation have not changed from those used in the prior period (or, if they have changed, the reasons for such changes); and (4) you have disclosed to us any significant assumptions or interpretations underlying the measurement or presentation of the schedule of expenditures of federal awards and schedule of state financial assistance,.

You are also responsible for the preparation of the other supplementary information, which we have been engaged to report on, in conformity with U.S. generally accepted accounting principles (GAAP). You agree to include our report on the supplementary information in any document that contains, and indicates that we have reported on, the supplementary information. You also agree to include the audited financial statements with any presentation of the supplementary information that includes our report thereon or make the audited financial statements readily available to users of the supplementary information no later than the date the supplementary information is issued with our report thereon. Your responsibilities include acknowledging to us in the written representation letter that (1) you are responsible for presentation of the supplementary information in accordance with GAAP; (2) you believe the supplementary information, including its form and content, is fairly presented in accordance with GAAP; (3) the methods of measurement or presentation have not changed from those used in the prior period (or, if they have changed, the reasons for such changes); and (4) you have disclosed to us any significant assumptions or interpretations underlying the measurement or presentation of the supplementary information.

Management is responsible for establishing and maintaining a process for tracking the status of audit findings and recommendations. Management is also responsible for identifying and providing report copies of previous financial audits, attestation engagements, performance audits, or other studies related to the objectives discussed in the Audit Scope and Objectives section of this letter. This responsibility includes relaying to us corrective actions taken to address significant findings and recommendations resulting from those audits, attestation engagements, performance audits, or studies. You are also responsible for providing management's views on our current findings, conclusions, and recommendations, as well as your planned corrective actions for the report, and for the timing and format for providing that information.

Other Services

We will also assist in preparing the Federal Data Collection Form, financial statements, schedule of expenditures of federal awards, and related notes, schedule of state financial assistance, and related notes, of Northwest Arctic Borough School District in conformity with accounting principles generally accepted in the United States of America and the Uniform Guidance and the *State of Alaska Audit Guide and Compliance Supplement for State Single Audits*, based on information provided by you. These nonaudit services do not constitute an audit under *Government Auditing Standards* and such services will not be conducted in accordance with *Government Auditing Standards*. We will perform the services in accordance with applicable professional standards. The other services are limited to the financial statements, schedule of expenditures of federal awards, and related notes, schedule of state financial assistance, and related notes, services previously defined. We, in our sole professional judgment, reserve the right to refuse to perform any procedure or take any action that could be construed as assuming management responsibilities.

You agree to assume all management responsibilities for the financial statements, schedule of expenditures of federal awards, and related notes, schedule of state financial assistance, and related notes, and any other nonaudit services we provide. You will be required to acknowledge in the management representation letter our assistance with preparation of the financial statements, the schedule of expenditures of federal awards, and related notes, schedule of state financial assistance, and related notes, and that you have reviewed and approved the financial statements, the schedule of expenditures of federal awards, and related notes, schedule of state financial assistance, and related notes, prior to their issuance and have accepted responsibility for them. Further, you agree to oversee the nonaudit services by designating an individual, preferably from senior management, with suitable skill, knowledge, or experience; evaluate the adequacy and results of those services; and accept responsibility for them.

Engagement Administration, Fees, and Other

We understand that your employees will prepare all cash, accounts receivable, or other confirmations we request and will locate any documents selected by us for testing.

At the conclusion of the engagement, we will complete the appropriate sections of the Federal Data Collection Form that summarizes our audit findings. It is management's responsibility to electronically submit the reporting package (including financial statements, schedule of expenditures of federal awards, schedule of state financial assistance, summary schedule of prior audit findings, auditor's reports, and corrective action plan) along with the Federal Data Collection Form to the Federal Audit Clearinghouse. We will coordinate with you the electronic submission and certification. The Federal Data Collection Form and the reporting package must be submitted within the earlier of 30 calendar days after receipt of the auditor's reports or nine months after the end of the audit period.

We will provide copies of our reports to Northwest Arctic Borough School District; however, management is responsible for distribution of the reports and the financial statements. Unless restricted by law or regulation, or containing privileged and confidential information, copies of our reports are to be made available for public inspection.

The audit documentation for this engagement is the property of Altman, Rogers & Co. and constitutes confidential information. However, subject to applicable laws and regulations, audit documentation and appropriate individuals will be made available upon request and in a timely manner to the Cognizant Agency, Oversight Agency for Audit, or Pass-through Entity, or its designee, a federal agency providing direct or indirect funding, or the U.S. Government Accountability Office for purposes of a quality review of the audit, to resolve audit findings, or to carry out oversight responsibilities. We will notify you of any such request. If requested, access to such audit documentation will be provided under the supervision of Altman, Rogers & Co. personnel. Furthermore, upon request, we may provide copies of selected audit documentation to the aforementioned parties. These parties may intend, or decide, to distribute the copies or information contained therein to others, including other governmental agencies.

The audit documentation for this engagement will be retained for a minimum of five years after the report release date or for any additional period requested by the Cognizant Agency, Oversight Agency for Audit, or Pass-through Entity. If we are aware that a federal or state awarding agency, pass-through entity, or auditee is contesting an audit finding, we will contact the party(ies) contesting the audit finding for guidance prior to destroying the audit documentation.

Steve Wadleigh is the engagement partner and is responsible for supervising the engagement and signing the reports or authorizing another individual to sign them.

Our fee for these services will be at our standard hourly rates plus out-of-pocket costs (such as report reproduction, word processing, postage, travel, copies, telephone, confirmation service provider fees, etc.). We estimate the fees to be $75,000. Preparation of the Federal Data Collection Form for the Federal Audit Clearinghouse and any special reports for the Alaska Department of Education and Early Development will be billed separately. All out-of-pocket costs will be billed at actual. Our standard hourly rates vary according to the degree of responsibility involved and the experience level of the personnel assigned to your audit. Our invoices for these fees will be rendered each month as work progresses and are payable on presentation. In accordance with our firm policies, work may be suspended if your account becomes 30 days or more overdue and may not be resumed until your account is paid in full. If we elect to terminate our services for nonpayment, our engagement will be deemed to have been completed upon written notification of termination, even if we have not completed our report(s). You will be obligated to compensate us for all time expended and to reimburse us for all out-of-pocket costs through the date of termination. The above fee is based on anticipated cooperation from your personnel and the assumption that unexpected circumstances will not be encountered during the engagement. If significant additional time is necessary, we will keep you informed of any problems we encounter and our fees will be adjusted accordingly.

Reporting

We will issue written reports upon completion of our Single Audit. Our reports will be addressed to the governing board of Northwest Arctic Borough School District. Circumstances may arise in which our report may differ from its expected form and content based on the results of our audit. Depending on the nature of these circumstances, it may be necessary for us to modify our opinions, add a separate section, or add an emphasis-of-matter or other-matter paragraph to our auditor's report, or if necessary, withdraw from this engagement. If our opinions are other than unmodified, we will discuss the reasons with you in advance. If, for any reason, we are unable to complete the audit or are unable to form or have not formed opinions, we may decline to express opinions or issue reports, or we may withdraw from this engagement.

The *Government Auditing Standards* report on internal control over financial reporting and on compliance and other matters will state that (1) the purpose of the report is solely to describe the scope of testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the entity's internal control or on compliance, and (2) the report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity's internal control and compliance. The Uniform Guidance and the *State of Alaska Audit Guide and Compliance Supplement for State Single Audits*, report on internal control over compliance will state that the purpose of the report on internal control over compliance is solely to describe the scope of testing of internal control over compliance and the results of that testing based on the requirements of the Uniform Guidance and the *State of Alaska Audit Guide and Compliance Supplement for State Single Audits*. Both reports will state that the report is not suitable for any other purpose.

We appreciate the opportunity to be of service to Northwest Arctic Borough School District and believe this letter accurately summarizes the significant terms of our engagement. If you have any questions, please let us know. If you agree with the terms of our engagement as described in this letter, please sign the attached copy and return it to us.

Sincerely,

Altman, Rogers & Co.

Steve Wadleigh, CPA
Principal

Premium Summary:

Net Premium	2024/25	2025/26	*Change*	2025 At 10%
APRA Program				
Property	$960,495.45	$981,472.74	2.2%	$1,065,675.84
Mobile Equip	$1,091.14	$1,001.58	-8.2%	$1,200.25
Liability	$321,837.55	$283,174.08	-12.0%	$281,920.82
Auto	$24,319.68	$22,693.58	-6.7%	$26,751.65
Workers Compensation	$238,515.89	$202,287.48	-15.2%	$208,933.35
Crime	$3,772.45	$0.00	-100.0%	$4,149.70
Broker Services Credit		($50,000.00)	100.0%	
Total APRA Program	**$1,550,032.16**	**$1,440,629.46**	**-7.1%**	**$1,588,631.61**
Ancillary Coverages	**2024/25**	**2025/26**	***Change***	
Cyber Liability	$22,184.00	$0.00	-100.0%	
Travel Accident	$2,295.00	$0.00	-100.0%	
Broker Fee	$60,000.00	$61,800.00	3.0%	
TOTAL NET PREMIUM	**$1,634,511.16**	**$1,502,429.46**	**-8.1%**	

* APRA advised 2025/26 overall program rates would not be increased by more than 10%. The above column for '2025 at 10%' provides premium generated using a 10% rate increase.

Renewal Instructions:

In order to renew coverage, please provide the following:

1. APRA Cooperative Participation Agreement – with the new creation of the new pool, a new agreement is needed. Please review and sign as indicated. Let us know of any questions.
2. Authorization to Bind – please provide your authorization to bind per below.

MEMORANDUM

TO: NWABSD Board of Education Members

DATE: August 26, 2025

FR: Office of the Superintendent

SUBJECT: Alaska Technical Center Report

Joseph Groves, Director of Alaska Technical Center, reports on the following:

The report includes key highlights and information for the FY26 school year.

FY25 ATC/STAR STAFF DIRECTORY

ADMINISTRATION

Joe Groves, Director ATC &
STAR of the NW Magnet School
John Crabb Assistant Director ATC &
STAR of the NW Magnet School

FACULTY AND STAFF

Lucy Nelson, Registrar
Clay Beck, Career Pathway Specialist
Lindsy Greene, Secretary

ADULT EDUCATION
China Kantner, Instructor

CULINARY ARTS
Chef Alejandro Vargas

CONSTRUCTION TRADES
Vacant

HEALTH OCCUPATIONS
Cindy Lincoln, Instructor

Education Program – Illsautri Grant
Aletha Duchene

CAREER & TECHNICAL EDUCATION/ READISTAR
Marc Tumaneng, Instructor
“Vacant” Instructor

DORMITORY

Dawn Crabb, Dorm Parent STAR
Marlene Centino, Dorm Attendant STAR
Peter Lie, Dorm Attendant STAR
Mary Nauska, Dorm Attendant ATC

Funding Update:

State grants are determined and reauthorized annually by the legislature. These grants have been awarded and are currently being finalized with the state.

a. FY26 ACA Alaska Construction Academy- $148,897.00
b. FY26 TVEP Technical Vocational Education Program- $2,290,800.00
c. FY26 ABE- Adult Basic Education - $68,475.29 -Potentially more to be released
d. FY25 Maniilaq GED Partnership- $42,117.20 (Fiscal Year Federal)

ATC Hosting Events:

The ATC building/dorms hosted several events over the summer. These included the ANSEP 5th Grade Science Camp, Alaska Job Center, Qatnut Dancers, 12 Volt Basic Electricity Class, Veteran's Meeting, Alaska Humanities (C3), University of Alaska with multiple venues, NANA Housing Summit, Congressman Begich's visit, and Arctic Edge U.S. Special Operations.

KMHS – ATC COLLABORATIVE SCHEDULING:

KMHS and ATC collaborated to align course offerings and minimize duplication. HS counselor Mrs. Troyer worked with students to identify vocational interests and then planned the rest of their schedules around those interests. The ATC Sem 1 2025-26 schedule is below:

1st Semester ATC								
ATC Construction Trades (Vacant)	ATC Health Occupations (Lincoln)		Defensive Driving (Vacant)	ATC Culinary (Alejandro Vargas)	CTE (Vacant)	CTE (Tumaneng)		Dual Credit-Duchane
	Medical Termanalogy			CTE108 Culinary Arts I		RDYSTAR100		
						CTE220 Design & Fabrication I		
	Intro to Health Careers					VOC 103 Business Software I		Writing-F111
lunch					lunch			
	CNA					RDYSTAR100		
						RDYSTAR100		
						RDYSTAR100		

STAR of the Northwest Magnet School:

We are currently working with 16 students to be full-time STAR students. There are seven returning students from Noorvik, Barrow, Kobuk, Buckland, and Noatak who have completed paperwork. We have added nine additional full-time students from Kobuk, Selawik, Kivalina, Barrow, and Noorvik. Several other students are in the process of applying.

ReadiSTAR:

The ReadiSTAR schedule for the first semester is below.

Alaska Technical Center
Kotzebue, Alaska

ReadiSTAR 2025-26
FALL SCHEDULE

Star of the Northwest
Magnet School

September 8-17, 2025	ORV/IAN RS1
September 22-Oct 1, 2025	WLK RS1
October 6-15, 2025	BKC RS1
October 22-31 2025	KVL/WTK RS1
November 3-14 2025	DRG RS1
November 18-25, 2025	OTZ RS1
December 2-11, 2025	ABL/SHG/OBU RS1
December 15-19	No ReadiStar Finals/Grades

EDUCATION PROGRAM

Ilisautri Grant
August Update

HIGHLIGHTS

Participants in Education Preparation Programs

- **22 participants**
  - 2 community members
  - 12 NWABSD staff
  - 8 student EdRising Conference Attendees

Tuition Reimbursement/Stipend

- **8 recipients**
- 2 graduated and employed by NWABSD

Apprenticeships

- **6 apprentices** - Arctic Resource Community Foundation
- 3 of our 6 apprentices had a chance to go to an educational bootcamp in Hilo this July where they learned about creating lessons that reflect indigenous traditions and teachings.

Class offerings

- Dual Credit through UAF
  - ED-F111
  - WRTG-F111

Educators Rising

- **8 students** went to the Educators Rising National Conference in Orlando, Florida this summer.
- There has been interest in starting multiple chapters across the district, led by our EdRising Lead teacher, Jane Quiñones.

ALASKA TECHNICAL CENTER

843 4th Street • Kotzebue, Alaska 99752 • (907)-442-1500

ATC Full-time Programs

Construction Trades	**TBD**
Culinary Arts	**Begins Aug 18**
Certified Nursing Assistant	**Begins Aug 18**
Welding I	**TBD**
Small Engines Repair	**Begins Jan 5**

2025-2026 ATC Short Course Schedule

Electric Vehicle Maintenance	July 20-25
Heavy Equipment Operator	Sept 22 – Oct 3 Kotzebue
Heavy Equipment Operator Practicum, Testing, Certification	Oct 6 – 24 Palmer
Toyo Stove Repair	Oct 6 – 10 Kotzebue
Boiler and Furnace Repair	Oct 20-24 Kotzebue
CDL Training	Oct 27 – 31 Kotzebue
CDL Practicum, Testing, Certification	Nov 3 – 21 Palmer
MS Office 365 Bootcamp	Nov 30 – Dec 5 Kotzebue
HAZWOPER 40	TBD
Heavy Equipment Mechanic	Dec 1 – 19 Kotzebue
Heavy Equipment Mechanic (cont'd)	Jan 5 – 23 Palmer
Rural Water/Wastewater services ANTHC	Mar Placeholder (tentative)
CDL Training	Feb 2 – 6 Kotzebue
CDL Practicum, Testing, Certification	Feb 9 – 27 Palmer
CLASS D Driver's License	TBD
Heavy Equipment Operator	April 20 – May 1
Heavy Equipment Practicum, Testing, Certification	May 4 – 22 Palmer
Introductory 12 Volt Battery System Course	July 2026 TBD

Rev 3 – 8/4/25

COURSE	START DATE	END DATE	STATUS
Electric Vehicle Maintenance	7/21/25	7/25/25	Completed
Electric Vehicle Maintenance	7/21/25	7/25/25	Completed
Electric Vehicle Maintenance	7/21/25	7/25/25	Completed
Electric Vehicle Maintenance	7/21/25	7/25/25	Completed
Electric Vehicle Maintenance	7/21/25	7/25/25	No Show
Electric Vehicle Maintenance	7/21/25	7/25/25	Completed
Heavy Equipment Operator	9/22/25	10/24/25	Accepted
Heavy Equipment Operator	9/22/25	10/24/25	Accepted
Heavy Equipment Operator	9/22/25	10/24/25	Accepted
Heavy Equipment Operator	9/22/25	10/24/25	Accepted
Heavy Equipment Operator	9/22/25	10/24/25	Accepted
CDL Training	10/27/25	11/21/25	Accepted
CDL Training	10/27/25	11/21/25	Accepted
CDL Training	10/27/25	11/21/25	Accepted
CDL Training	10/27/25	11/21/25	Pending
Culinary Arts	8/18/25	5/26/25	Acccepted
Culinary Arts	8/18/25	5/26/25	Accepted
Welding 1	8/18/25	12/19/25	Pending hire Instructor
Certified Nursing Assistant	8/18/25	5/26/25	Accepted
Certified Nursing Assistant	8/18/25	5/26/25	Accepted

Above is the current Accepted/Pending students for ATC courses

GED Program at ATC

2024-2025

Jaelyn Luther of Buckland holds her GED diploma. Jaelyn wants to be an actress.

Enrollment

- 74 students enrolled and studied for their GED this year!
- Students spent over 1400 hours studying.
- Students are located in Shungnak, Kobuk, Kiana, Noorvik, Selawik, Kotzebue, Buckland, Kivalina and Noatak.

Village Outreach

- Site visits have been held in Kivalina, Noorvik, Selawik, Buckland, Kobuk and Noatak.
- Zoom class is offered weekly on Thursdays for all village students.
- Three intensives were held in Kotzebue this year, inviting students from Noatak, Buckland, Noorvik, Kivalina, Selawik, and Kobuk.

GED/ATC Co-Enrollment

- 5 GED students co-enrolled in ATC programs including Certified Nurse's Assistant, Driver's Education and Boiler and Toyo Repair.

GED Class of 2024-2025

Larry Sherman of Valdez/Kotzebue
Bryana Harvey of Kotzebue/Noatak
Tristen Lincoln of Kotzebue
Rudy Thomas Jr of Buckland
Ethel Gavin of Buckland
Teddy Reed Jr of Kotzebue
Ezekiel Lane of Kotzebue
Jaelyn Luther of Buckland
Audrey Wood of Kobuk
Deziray Ivanoff of Kotzebue
Kayla Lane of Kotzebue
Ayden Thomas of Kotzebue
Angeline Oktollik of Kivalina

Student Spotlights

- **Ezekiel Lane of Kotzebue** passed his GED at age 17. Many of his KMHS classmates came to graduation to cheer him on. Zeke loves to cook and hopes to work in a restaurant.
- **Audrey Wood of Kobuk** completed her GED in May, attending a site visit in Kobuk and an intensive in Kotzebue. She hopes to work at Red Dog and help her aana with her store.
- **Ethel Gavin of Buckland** passed her GED tests this spring after attending a site visit in Buckland and an intensive in Kotzebue. She is interested in working in childcare.
- **Angeline Oktollik of Kivalina** attended two math intensives this year. Despite many difficult tests, she is always eager to learn. She passed her last GED test and graduated.

MEMORANDUM

TO: Regional School Board Members

DATE: August 26, 2025

FR: Office of the Superintendent

SUBJECT: Assistant Superintendent Report

Jeff Alexander, Assistant Superintendent reports on the following:

SAFETY

Nonviolent Crisis Intervention – CPI Training is an important part of our districts training. All staff members completed the training on De-escalation Basics. It is important to instill into our employees that we are a "hands-off" school district. This program gives our staff members the skills to handle all types of situations that may arise in a school setting. Joe Groves, Aletha Duchene, and I are all certified CPI instructors for the district. The three of us will be creating and training CPI leaders in each village to act as Nonviolent Crisis Prevention mentors to assist our staff members on site.

A.L.I.C.E. is also another training our staff recently completed. It is an online course that teaches our staff the proper ways to handle a shelter in place, a dangerous intruder on campus or in the building, and/or a building evacuation.

We are currently check and updating the emergency buckets at each site. Every classroom should have an updated emergency bucket. The emergency buckets allow our teachers to lockdown a classroom with the ability to provide all essential needs for each student for extended emergencies. In the event overnight stays are necessary, the students and teachers could stay in the classroom until the emergency is cleared by authorities.

We are also updating our flip charts for each classroom and office areas. These flip charts will have emergency phone numbers located on the first page. We also added a section on emergency procedures for dealing with an overdose. The flip charts are currently being processed and printed and should be ready by the next board meeting.

ELECTIONS

BOARD ELECTIONS

Revised NOTICE OF GENERAL ELECTION
NOTICE IS HEREBY GIVEN THAT ON TUESDAY, OCTOBER 7, 2025, THE GENERAL ELECTION OF THE NORTHWEST ARCTIC BOROUGH, ALASKA, WILL BE.HELD IN ACCORDANCE WITH ALASKA STATUTE CHAPTER 29.26 AND THE NORTHWEST ARCTIC BOROUGH CODE CHAPTER 4.04 FOR THE PURPOSE OF ELECTING OFFICIALS IN THE FOLLOWING PRECINCTS AS DESCRIBED IN 6 AAC 240.002-040:
NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT (3-year term)
District 1 Seat C Kivalina, Noatak, Baird Mountains, Kiana, and Noorvik (Gerhardt-Cyrus)
District 3 Seat E Selawik, Selawik Area, Buckland and Deering (Ticket)
District 4 Seat I Kotzebue, Krusenstern, Igichuck Hills, Hotham Inlet, Cape Blossom (Harris)

QUALIFICATIONS: Resident of the Borough for at least one year. All members shall be qualified electors (registered voters) of the Borough and residents within the district they seek to represent.

CANDIDATE NOMINATIONS: Please contact the Borough Clerk for nominating petitions. Petitions will be accepted between Monday, June 9, 2025, until Monday, August 25, 2025.

VOTER QUALIFICATIONS: “Voter” means a United States citizen who is qualified to vote in state elections and has been a resident of the Borough for at least 30 days preceding the election and is registered to vote in state elections and is not otherwise disqualified.

Campaigning is prohibited within 200 feet of any entrance to the polling place. (AS 15.15.170)

If you have any questions, please contact the Borough Clerk's Office at (800) 478-1110, ext. 8205; or direct at (907)442-8205

ASC ELECTIONS

August Activities:

1. Announce open seats
2. Establish official polling place in each village
3. Establish date of election (October 7th , 2025 is recommended)
4. Establish an election committee with ballot judges
5. Advertise by August 31st (No later than 20 days prior to election day)
6. Have the “ASC Declaration of Candidacy” form available for potential candidates

September Activities:

1. Candidates must have their declarations completed and turned into the Superintendent’s office by September 15th
2. Confirm official candidates with the office of the Superintendent
3. By September 18th complete and post a “ Sample Ballot ASC Elections” clearly marked SAMPLE BALLOT

October Activities:

1. First Tuesday of October – conduct the election (October 7th, 2025)
2. Voting will be from 8am to 8pm
3. Election Committee Chairperson is responsible for obtaining all supplies for the election

After elections:

1. Count the Ballots
    a. Background Check for potential winners
    b. Write-in Candidates
    c. Tie Vote Procedure
    d. Recount Procedure
2. Send “unofficial results” to the District Office
3. After All ballots are counted and verified, and background check is received from Human Resources:
    a. Complete and post the “Certified Summary Sheet of ASC Election – Public Notice”
    b. Send the “Certified Summary Sheet of ASC Election – Public Notice” to the office of the Superintendent
4. All new ASC members take the “ASC Oath of Office” at the first ASC meeting following the certification of results

Seats Up for Election by Site Election Day:
Tuesday, October 7, 2025

According to our records at the District Office, the following seats are up for election. Unless otherwise stated, they are all three-year terms.

Seat Open:	Occupied by:
AMBLER:	
Seat C	Clara Cleveland
BUCKLAND:	
Seat C	Charlene Sampson
Seat E	Glenna Parrish
DEERING:	
Seat A	Deloris Iyatunguk
Seat E	Kevin Moto
KIANA:	
Seat A	Jeannette Barr
KIVALINA:	
None	
KOBUK:	
Seat C	Della Gooden

Seat Open:	Occupied by:
KOTZEBUE:	
Seat A	Bree Swanson
Seat C (1 Year)	Ashley Madison
Seat F	Ray Troyer
Seat G (1 Year)	Paula Octuck (Corey Jackson)
NOATAK:	
Seat A	Christina Mills
Seat B	Janet Mills
Seat D	Mary Adams
NOORVIK:	
Seat E	Jessica Snyder
Seat G	Nellie Ballot
SELAWIK:	
Seat A (2 year)	Maureen Ticket (vacant)
Seat C	Tillie Ticket
Seat D	Ralph Stalker
SHUNGNAK:	
None	

Student Activities Board Report
August 26, 2025

I. ASAA Tobacco Alcohol & Drug Policy Update: None

II. 2025-26 Alaska Spelling Bee: https://spellingbee.com/enrollment

III. 2025-26 Battle of the Books: https://www.nwarctic.org/activities/battle_of_the_books

K DIV.	1st DIV.	2nd DIV.	¾ DIV.	5/6 DIV.	7/8 DIV.	HS DIV.
ABL	ABL	ABL	ABL	ABL	ABL	ABL
DRG	DRG	DRG	DRG	DRG	KMHS	KMHS
JNES	JNES	JNES	JNES	JNES	WTK	WTK
WTK	WTK	WTK	WTK	WTK	SHG	SHG
SHG	SHG	SHG	SHG	SHG		
ORV	ORV	ORV	ORV	ORV		

IV. 2025-26 Alaska Association of Student Government(AASG): NWABSD students will attend AASG spring conference in Juneau(4/23-25) https://aasg.org

V. 2025 Volleyball Triangular Tournament @ OTZ(8/22-23) NFHS Stream
Results: Maxpreps(Kotzebue Huskies Volleyball)

Friday 8-22
3:30pm- Kotz vs. Barrow(JV)
5:00pm- Kotz vs. Bethel
6:30pm- Bethel vs. Barrow
8:00pm- Kotz vs. Barrow

Saturday 8-23
9:00am- Kotz vs. Barrow(JV)
10:30am- Barrow vs. Bethel
12:00pm- Kotz vs. Bethel
1:30pm- Kotz vs. Barrow
3:00pm- Awards

VI. 2025 Cross Country:
Results: Athletic.net

DIII(1A): https://www.nwarctic.org/activities/fall_sports/diii1_a_cross_country
DII(3A): https://www.nwarctic.org/activities/fall_sports/d_i_i__3_a__cross_country_-_o_t_z

MEMORANDUM

TO: NWABSD Board of Education Members

DATE: August 25, 2025

FR: Office of the Superintendent

SUBJECT: Curriculum & Instruction

Dr. Deborah Lancaster, Director of Curriculum and Instruction reports on the following:

Goal 3: Instructional Support

Since July 1, the Curriculum and Instruction (C&I) Department has been actively preparing for three major Inservice sessions:

1. **Principals' Inservice** – Held July 28 to August 1.
2. **New Teacher and Classified Staff Inservice** – Conducted August 4 to 8, including virtual sessions for secretaries, food service staff, and principal support for secretaries and food service (meal count, etc).
3. **All Staff Inservice** – Took place virtually August 11 to 14.

In parallel, the C&I team coordinated the shipment of instructional support materials to each village. These shipments included Tier II and Tier III resources, manipulatives, and general school supplies. Each site received at least two pallets of materials. This effort also involved preparing space for the Tier I (Universal) resources ordered last spring, which are scheduled to arrive by barge in August. Once received, these Tier I materials will be inventoried, sorted, and shipped to each site.

To support the **Safe and Civil Schools Refresh**, staff attended the Safe and Civil Schools Summer Conference in Portland. The conference provided updates on CHAMPS, Foundations programs and a refresh on the STOIC screening method. Staff returned with renewed enthusiasm and integrated these strategies into Inservice presentations. Explicit and focused instruction of the Big 5 has been interwoven into all student learning presentations across the departments. Notably, expert Susan Isaacs met with principals and will visit school sites in September and October to support classroom-level implementation through CHAMPS and school-wide practices via Foundations. All curriculum programs will align with the STOIC framework to enhance instructional practices.

Staff Updates

- **Kim Addington** has joined **Jacob Ray** as Staff Development Specialists under the Literacy Grant. They will plan, implement and evaluate the Family Literacy Nights across the district.
- **Dr. Sable Marandi** is the new Homeschool Principal.
- **Nedra Jones** will serve as the Program and Staff Development Specialist.

Additional Curriculum Highlights

- **Inupiaq Curriculum**: Inupiaq teachers met with Superintendent Walker during the August 14 Inservice.
- **Pre-Kindergarten Programs**: All campuses now host preschool classrooms, with JNES having two. Plans are underway to provide professional development for Pre-K teachers using Teaching Strategies.
- **Career and Technical Education (CTE)**: Principals will soon receive applications for the ANSEP accelerated learning program. Classes are expected to begin in October.
- **Curriculum Review Cycle**: A committee will be formed in the coming weeks to begin the curriculum review and purchase cycle.

Curriculum Area	***Curriculum Review***	***Purchase Textbooks & Materials***	***Implementation***
Inupiaq Physical Science, Biology, and Environmental Science	2020-2025	Spring 2022-25 (Development)	2023-2026
Math	2023-2024	Spring 2024	2024-2025
Social Studies/Health	2025-2026	Spring 2026	2026-2027
Science K-8, HS Physics & Chemistry	2025-2026	Spring 2026	2026-2027
English Language Arts 7-12	2029-2030	Spring 2029	2030-2031
English Language Arts K-6	2029-2030	Spring 2029	2030-2031

- **SolarWinds Help Ticket System**: Continues to support staff with technical needs.

MEMORANDUM

TO: NWABSD Board of Education Members

DATE: August 26, 2025

FR: Office of the Superintendent

SUBJECT: Human Resources Report

James Stewart, Director of Human Resources, reports on the following:

We are currently reviewing student numbers, staffing numbers, and student-to-staff ratios.

Earlier this month, we successfully filled all certified positions; however, some of our new hires will not be able to arrive in their villages until October, so we are currently seeking long-term substitutes for those classes. We have six employees who are getting their visa's and one other teacher who will not be able to arrive until about the same time.

The HR staff has been highly supportive and patient with their new HR Director, who is trying to learn the job on the fly. Sadly, Qutan Lambert has resigned, and we are currently advertising for that position.

Negotiations are ongoing with the union.

The HR Team is working diligently to update files, create new files for new staffing, and close out files of staff who have left or will be going. A lot is involved in onboarding new staff such as background checks, completed applications, document completion needed for the business office, etc. The HR Team maintains ongoing files of returning staff by updating transcripts, certifications, and visa information.

We are having some issues with our insurance. The NWABSD was ;informed that there would be no significant changes to benefits and costs for our staff when we switched from Meritain to Premera Insurance, however, our members are experiencing significant changes. We are at the beginning stages of gathering information and preparing to speak with Premera Insurance.

ACTION ITEM ON THE AGENDA

NWABSD Memo , Approval of Human Resources:

The administration recommends that the Board approve the classified new hires, certified new hires and certified rehires as presented. Please see NWABSD Memo 19-054.

MEMORANDUM

TO: NWABSD Board of Education **DATE: August 26, 2025**

FR: Office of the Superintendent **SUBJECT: Property Services Report**

Property Services Director, Mark A. Moore reports on the following:

Apart from the Kivalina school, completed two years ago, Noatak was the last school to be completed in 2008, which was 17 years ago. Our schools are aging and need serious equipment replacement and upgrades. Existing systems are no longer available for many of the parts necessary to repair, and these systems have been re-engineered to the point that replacing parts is no longer an easy slip out and slip in, but requires modifying the existing system to accommodate the new replacement parts, significantly increasing labor time.

- Tank Farms and pipeline systems require inspections from the Coast Guard. There are requirements, training, and materials that we should have on hand, which we are currently lacking.
- Occasional accidental fuel spills cost the district large sums of resources to clean up.
- Smaller fuel holding tanks for Teacher Housing and other structures at all sites need to be replaced.
- Generator systems at our school locations need regular maintenance. These systems exist as a backup system for the community power system.
- Fire suppression systems. Many of the parts are necessary to repair.
- Four walk-in freezers in the district have experienced issues over the last week, and one had its compressors burn out. The part is available at a warehouse in Spokane, Washington, and is being air-freighted up. These freezer systems are sensitive to power fluctuations, which are common in our communities.
- The erosion issue in Noatak is also becoming a growing concern. AVEC is currently relocating its power plant and tank farm near the old school location because of erosion in front of the existing power plant. The land near the airport runway is currently eroding at an alarming rate. The road that leads to the village's gravel source was eroded during spring break-up and has continued to lose footage since that time, nearing the airport runway. The District is working closely with AVEC, the Native Village of Noatak, and Tech to help protect our interests in the Village of Noatak. The District needs gravel. Many of the parts are necessary to repair in Noatak. We must have access to a gravel source.
- We are still working on completing the fuel deliveries for the bulk fuel purchase. Kotzebue, Kivalina, Ambler, Shungnak, and Kobuk are the five locations still waiting on fuel deliveries. Kotzebue and Kivalina are okay, but we are still waiting to see if the water levels get high enough during the fall rains for the three upriver locations. Air freight of fuel to those locations would have an impact on the District budget.
- We had a lot of Facility use permits over the summer. We had a large amount of usage over the summer, which was very time-consuming.
- An order for new furniture has been placed and is expected to arrive at any time. Every site has requests for furniture needs.
- Cleaning and inspecting all Toyotomi heating units in the district's teacher housing units that use these heaters for heating is currently underway. New carbon monoxide detectors are being installed near all types of heaters.

AMBLER Working on the flue pipe, repairing the broken water lines in the gym area. The repairs have been more extensive than originally appeared. The issues leading up to this repair were a furnace fire that happened back in December. Built new porches and stairs at a housing unit. Repaired the rotting front porch of the school building

BUCKLAND Buckland Teacher housing duplexes - the carpentry, painting, and furnishing of these units are complete. We are waiting for our district plumber to install the three lift stations and freshwater connections. The lineman should have the power pole planted by the end of the week of August 24th with the new transformer that was needed. We hope to have the new teacher housing complete and ready for occupancy by early October if not sooner. This site had a freezer unit that needed to be addressed this past week.

DEERING Nothing new to report.

KIANA Tommy Wells retired this summer, and we hired Marvin Barr to replace Mr. Wells as the BPO.
We had some issues getting the furnaces restarted at that site, but were able to move parts around and get one boiler up and running for hot water and heat. We have replacement parts on the way to repair the other units, so all will be operational by winter. This site had a refrigeration unit that required attention.

KIVALINA The waste treatment system is still experiencing issues, but CRT Engineering is working on potential solutions. We are now working with Alaska Rural Water Association to help us with the paperwork required by DEC and reviewing the waste treatment system for solutions to our ongoing issues there. This site had a freezer unit that required attention.

KOBUK The new generator for Kobuk that didn't make it up from Seattle last year is now in Kotzebue, waiting for the barge to deliver it upriver. If not, we may have to fly it into Kobuk.

KOTZEBUE JNES nothing new to report.

KMHS had a couple of major issues to resolve when we restarted the boiler system. Those issues have been resolved, and corrective measures have been implemented to prevent future problems with a specific part of the heating system. Additionally, the walk-in freezer has malfunctioned and is currently being addressed.

ATC had a freezer compressor that went bad and was problematic to locate one that would work in its place. That model of compressor is no longer available. Our refrigeration contractor, Refrigerated Solutions, Inc., was able to find a compatible compressor and make it work with that system. When the flooding occurred last October, the outside electrical panel became wet and may have, in the long term, contributed to some of these issues, along with the electrical repairs needed for the ATC elevator.

Teacher Housing: New flooring, trim, and paint were installed in unit 4 of the tenplex.

NOATAK Building materials for the two new teacher housing Duplexes have arrived on site. The new Lift Station Tank is expected to arrive on August 22 via Everts Air Cargo in Kotzebue and will be delivered to Noatak the week of August 24 by Ryan Air.
Teck hopes to have the large Volvo Dump Truck in Noatak operational by the beginning of the week of August 24th. It is the piece of equipment most needed for moving gravel to replace the eroded road and to transport gravel to the teacher housing location for extending the existing pad and filling in the area to replace the lift station. The two-bedroom unit in the triplex got new flooring, trim, and paint.

NOORVIK	The Noorvik glycol leak has been repaired, along with several other plumbing issues that required attention. A new window was installed in the sixplex after being broken by vandals. New flooring, trim, and paint were done in unit #4. The lift station under the playground housing unit was lifted and secured better
SELAWIK	Nothing to report
SHUNGNAK	Teacher housing units #5 and #1 received new trim, repainting, and new flooring. All the Toyotomi heaters in the teacher housing units were rebuilt or replaced, and new carbon monoxide detectors were placed near all the heating units

MEMORANDUM

TO:	NWABSD Board of Education Members	**DATE:**	August 25, 2025
		NUMBER:	Worksession #
FR:	Office of the Superintendent	**SUBJECT:**	State & Federal Programs Report

Joy Cogburn-Smith, Director of State & Federal Programs, reports on the following:

State of Alaska Grants
Title Grant Consolidated application, which includes Title I, Title II, Migrant Education, and Title IV, is still in revision, awaiting final allocations and rollover funding. Once those funds are finalized and loaded into the GMS, the final application and budgets will be completed and submitted to the state for approval. All grants were substantially approved as required by June 30th

Grant Management
The FY26 Grants Overview report will be presented at the next board meeting after reallocations and the Alaska Department of Education finalizes carryover amounts, providing a better picture of available funding.

Action Items

Alaska Humanities Forum MOA

Alaska Humanities Forum (AKHF) will continue to facilitate and oversee major components of the New Alaska Native Education Ilisautri Project, including managing the cultural Immersion (Culture Camp/Orientation) for new teachers, 2 gatherings in Kotzebue for C3 educators each year of the grant, and Partnership Meetings. This includes arranging and paying for travel costs associated with these activities. The total cost of these services, including partial salary/benefits for the AKHF C3 Program Director, Manager, and Coordinator, is $612,562.06 for the 2025-2026 grant year (08/01/2025 to 07/31/2026)

Fully funded by grant fund 365 ANE C3 Ilisautri Project

Karen McCain of McCain Services Addendum

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 $202,327.17

The grants Karen McCain assists the district in managing for the FY26 school year total approx. $5,934,554.00. Her outside evaluator costs for those grants equals 3.42%

Funding: The general fund ($15,000 for grant writing services) and the remainder are fully funded through grants for her services as an outside evaluator.

Alaska Native Science and Engineering Program (ANSEP) Purchase of Services

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 $60,000.

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.

Total $250,000

Funding: Native Youth in Action (NYIA) Fund 354

National Institute for Excellence in Teaching (NIET) MOA

Year 1 of a five-year partnership with the National Institute for Excellence in Teaching (NIET) to deliver comprehensive professional learning, leadership training, and instructional coaching across the district, with a total cost of $165,000 for FY26

Overview of Services

- District Systems Support: On-site and virtual coaching with NIET specialists to implement best practices in instructional excellence, leadership, curriculum alignment, and teacher leadership.
- Strategic Consulting: Development of a district-wide literacy plan with guidance from senior NIET leaders, tailored to district needs.
- Teacher & Leader Training: Sessions on analyzing student work to inform instruction, strengthening school-based instructional leadership teams, and designing effective professional learning structures to support NWABSD's Multi-Tiered System of Supports System (MTSS)
- Embedded School Support: Multi-day, on-site coaching for each school to integrate NIET training into daily teaching and leadership practices.

Funding: Comprehensive State Literacy Grant (CLSD) Fund 305 and Quality Schools

Safe & Civil Schools MOA

Safe & Civil Schools (Ancora Publishing) consultant Susan Isaacs will continue to work with the district to enhance positive behavior strategies and support at all sites. This initiative includes training and materials to implement PBIS effectively across the district. Total expenditure not to exceed $196,000

Funding: General Fund ($98,000) and Title 1 Professional Development Set Aside Fund 267 ($98,000)

MEMORANDUM

TO: NWABSD Board of Education Members **DATE:** August 26, 2025

FR: Office of the Superintendent **SUBJECT:** Student Services

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Perrian Windhausen, Director of Student Services reports on the following:

Data and Assessment:

- Record requests fulfillments including Transcript requests
- PowerSchool Updates including new hires, transfers, resignations . Processing of staffing changes; new hires, transfers, resignations. Each staff account must be updated in PowerSchool and in the NWEA system.
- Secretary/Principal Inservice presentations
- Working with and training secretaries regarding TEAMS, Immunizations, Email, FERPA, records requests, etc.
- Enrolling all new students, PK3, PK4 and Kindergarten-12th grade students into PowerSchool
- Assessment Presentation to all staff during inservice
- Data: Overseeing development of PowerSchool MTSS system

Counselors:

- Classroom Presentations were conducted in all twelve of our individual schools. A total of 1,200 presentations were provided to both elementary and secondary students at each school. Topics for elementary students ranged from: controlling your emotions, becoming a good friend, developing your listening skills, learning to accept “No,” body safety rules, etc. Topics at the secondary level ranged from: bullying, completing job applications, writing resumes, career exploration, applying for FASFA, making good choices, drug/alcohol awareness, applying for scholarships, etc.
- Red Dog Trips – Spring 2025, approximately 44 students from 11 different schools participated in the Job Awareness Training offered at Red Dog Mines.
- Counseling Interns Training **–** All counseling interns were offered additional training to become a Certified Youth Mental Health Specialist by completing 28 hours of training.
- Schedules for 25-26 School Year – Schedules have been completed for all returning and new staff members as well as all students attending our schools. Scheduling emphasis got 11 and 12th grade students to ensure students can qualify for Alaska Performance Scholarships.
- Assistance to Seniors – During Graduation ceremonies conducted in the Spring of 2025, approximately 120 students graduated from our high schools. Of those 120 graduates 76 (63%) graduated with a grade point average (GPA) of 2.5 or higher. Having a grade point average of 2.5 or above is necessary to qualify for the Alaska Performance Scholarship.
- School Climate and Connectedness Surveys

Academic School Year	Family Responses	Students Grades 3-5	Students Grades 6-12	Staff Responses	Total Participants
2023	193	304	380	121	998
2024	280	263	536	162	1,241
2025	204	303	666	178	1,351

Special Education:

- Attended DEED state-wide IEP Embrace training in Fairbanks, July 2025
- Itinerant Sped site assignments
- District sites caseloads assignments posted and training in EMRACE IEP program.
- Completed 504 training
- Inservice training and site visits starting
- Accepted request to terminate contract from Alison Barnet per MOA agreement item #8 “This contract may be terminated by either party with a 30-day written notice”.
- Negotiated MOA contract with Physical Therapist Kristen Bacon (action item for approval).

Youth Leaders:

- 2025-26 Youth leader Coordinator: Cheyenne Ticket-Foote
- Fall retreat scheduled for September 11-14th, 2025.
- Donation agreement finalized for next 3 years with Teck.
- Mid-August as teachers and staff return to school, the process has started to hire staff at each site as Youth Leader Advisors.
- Initial planning to attend Elder and Youth Conference and AFN in October

Early Learning and Family (ELF):

We were able to hire an elementary school teacher to offer BabyGym (Playgroup) activities to Kotzebue families. This has been a positive place for parents to meet in a safe and friendly place where children are free to play during the long cold winters. Baby Gym ended in May with the closure of the school. We also offered early intervention collaboration with the City of Kotzebue's Toddler Time. Our staffing at the ELF Offices has been solid and we continue to collaborate with each other regularly on referrals, transitions, evaluations, and home visits. Finally, Tracey traveled to Juneau to advocate for ILP and early childhood needs in Rural Alaska. She also completed village travel.

During the longer days of Spring, ELF offered developmental Child Find Activities. At the Kobuk 440 Mushers Banquet we offered screenings and provided the Bouncy House for young children to enjoy. We are grateful to have collaborated with Janelle Coop for Speech Services in the Region.

We had a wonderful dinner sponsored by the Alaska Children's Trust to honor Tracey and Bailey Schaeffer. They were awarded the "Champion for kids" award. Participants included the ELF staff, OCS works, Putyuk Children's Home Staff, Nunakins Staff, and a special visit from Dr. Marah Gotcsik, ANMC Pediatrician. It was a wonderful opportunity to celebrate Early Childhood Care Providers and the collaboration with other advocates.

Twenty-four hours of sunshine offers opportunities for families to ice fish, work on harvested bearded seal, and prepare for the ice to break up. Community members in the NANA Region were busy moving to camp before breakup. We were excited for Nauyaq to graduate from UAF - Chukchi College. Maureen maintains the database and keeps us on task with incoming referrals, evaluations and transitions. She also sent out a summer safety letter and a box of toys/books and completed the Self-Assessment with our staff. The letter included projects to do with children over the long summer days.

Action Items for Approval:

- Memorandum: Counselor MOA-Clay Moose
- Memorandum: Physical Therapist MOA- Kristen Bacon
- Memorandum: School Psych MOA Addendum: Terese Kashi

MEMORANDUM

TO: NWABSD Board of Education Members

DATE: August 25, 2025

FR: Office of the Superintendent

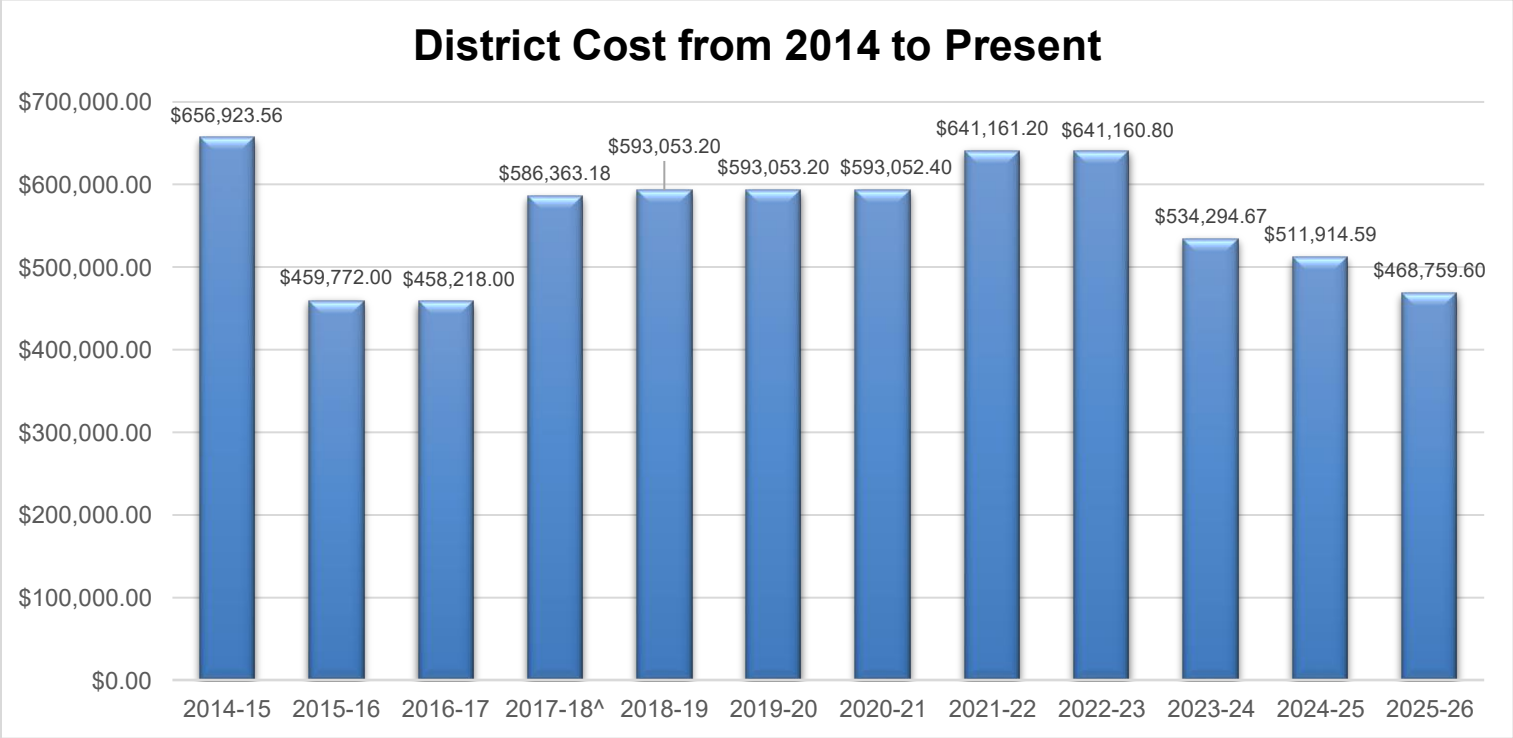
SUBJECT: a.) Technology Report

Amy Eakin, Director of Technology, reports on the following:

Track 1: Operational Improvements
Initiative: Optimize Business Practices

1. Agenda Items:
    a. None

2. NWABSD Website & Social Media (Facebook via Hootsuite)
    a. Website
    b. Communicate for broadcasting announcements and emergencies:
        i. Text Opt-in for Broadcasts
            1. 548 opted in (570 in June)
            2. 14 opted out (15 in June)
            3. Continue advertising for manual opt-in by texting “Y” to 67587
3. E-Rate Revenue
    a. Category 2 – Hardware
        i. $100,726.13 awarded in Wave 1 (15% match)
        ii. Funding is used for access points for the schools
    b. Category 1 – Internet
        i. 2025-2026 funding awarded in Wave 1
        ii. $11,609,460.00 requested and funded
        iii. District pays a 10% match that is buffered by the State Broadband Assistance Grant ($821,180.40 funded for FY26)
        iv. Total out-of-pocket for 2025-2026 is 3.6% of actual internet costs

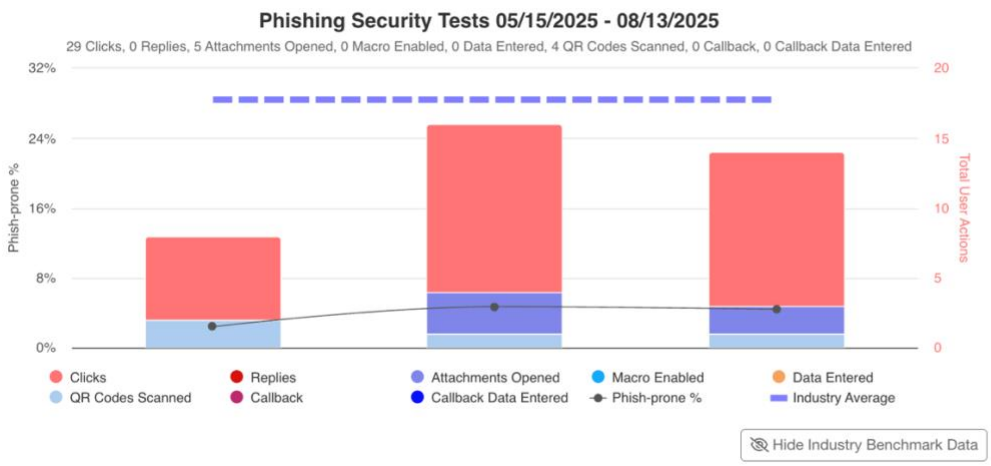


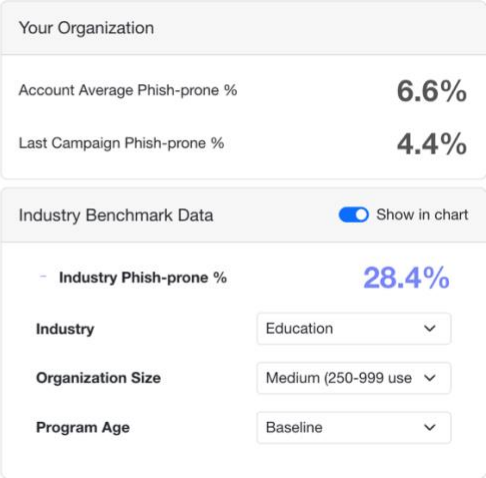
HISTORICAL NWABSD BROADBAND

Location	2014-15	2015-16	2016-17	2017-18^	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	DIFFERENCE FROM FY25 to FY26
Ambler	7/3* → 10/4	15/5	15/5	15/4	15/4	15/4	25/4	25/4	25/4	25/10	50/10	100/40	Increase Quality of Service and Increase Upload/Download Speed
Buckland	7/3 → 10/4	15/5	15/5	20	20	20	25	25	25	25	100	100	Increase Quality of Service
Deering	7/3 → 10/4	15/5	15/5	15/4	10/4	10/4	25/4	25/4	25/4	25/10	50/10	100	Increase Quality of Service and Increase Upload/Download Speed
Kiana	7/3 → 10/4	15/5	15/5	15	15	15	25	25	25	25	100	100	Increase Quality of Service
Kivalina	7/3 → 10/4	15/5	15/5	15/4	15/4	15/4	25/4	25/4	25/4	25/10	100	100	Increase Quality of Service
Kobuk	7/3 → 10/4	15/5	15/5	15/4	10/4	10/4	25/4	25/4	25/4	25/10	50/10	100/40	Increase Quality of Service and Increase Upload/Download Speed
Noatak	7/3 → 10/4	15/5	15/5	20	20	20	25	25	25	25	100	100	Increase Quality of Service
Noorvik	7/3 → 10/4	15/5	15/5	20	20	20	25	25	25	25	100	100	Increase Quality of Service
Selawik	7/3 → 10/4	15/5	15/5	25	25	25	25	25	25	25	100	100	Increase Quality of Service
Shungnak	7/3 → 10/4	15/5	15/5	15/4	15/4	15/4	25/4	25/4	25/4	25/10	50/10	100/40	Increase Quality of Service and Increase Upload/Download Speed
District Office	5	15/5	15/5	20	60	60	60	100	100	100	100	100	Increase Quality of Service
KMHS	5 → 10	15/5	15/5	10	10	10	25	25	25	25	100	100	Increase Quality of Service
JNES	NA	NA	NA	10	10	10	25	25	25	25	100	100	Increase Quality of Service
ATC	3	15/5	15/5	5	10	10	10	10	25	25	50	100	Increase Quality of Service and Increase Upload/Download Speed
STAR Dorm	NA	NA	NA	NA	5	5	5	5	5	5	5	5	Increase Quality of Service
Total Cost	$5,099,210.05	$5,166,180.00	$5,163,480.00	$6,303,870.00	$5,930,532.00	$5,930,532.00	$7,623,192.00	$8,104,272.00	$8,285,448.00	$8,005,800.00	$21,614,383.55	$12,899,400.00	($8,714,983.55)
Total E-Rate Eligible Cost	$5,099,210.05	$5,166,180.00	$5,163,480.00	$6,303,870.00	$5,930,532.00	$5,930,532.00	$7,623,192.00	$8,104,272.00	$8,285,448.00	$8,005,800.00	$21,614,383.55	$12,899,400.00	($8,714,983.55)
E-Rate Revenue	$4,034,271.60	$4,649,562.00	$4,647,132.00	$5,673,482.82	$5,337,478.80	$5,337,478.80	$6,860,872.80	$7,293,844.80	$7,456,903.20	$7,205,220.00	$19,452,945.20	$11,609,460.00	($7,843,485.20)
BAG Revenue	$408,014.89	$56,846.00	$58,130.00	$44,024.00	NA	NA	$169,266.80	$169,266.00	$187,384.00	$266,285.33	$1,649,523.76	$821,180.40	($828,343.36)
District General Funds Cost	$656,923.56	$459,772.00	$458,218.00	$586,363.18	$593,053.20	$593,053.20	$593,052.40	$641,161.20	$641,160.80	$534,294.67	$511,914.59	$468,759.60	($43,154.99)

GEO Satellite w/no Resiliency
LEO Satellite
Fiber w/no Resiliency
Microwave/Terra Fiber w/no Resiliency
Microwave/Terra Fiber with Partial Priority

4. Cybersecurity and Data Protection Implementation
    a. Phishing tests run monthly with follow up lessons from KnowBe4 for folks that click or respond.
        i. Clickers Enrolled in Additional Training
            1. May 2025 - 19
            2. June 2025 - 8
            3. July 2025 - 13
            4. August 2025 - 11





	Aug–Dec 2023	Jan-Jul 2024	Aug–Dec 2024	Jan-Jul 2025	Aug–Dec 2025	Jan-Jul 2026	Aug–Dec 2026	Jan-Jul 2027	Aug–Dec 2027
5-12 Laptops	6-12 Refresh 2020 (Intel); 5-8 Refresh 2023 (M1)		5-8 & 6-12 Fleets Merged					Refresh 5-12 Fleet/Cases 2027	Deploy 5-12 Fleet
SMARTBoards	Purchased 2014/2015; Warranty expired 6/30/20		10 Annually		10 Annually		10 Annually		10 Annually
Principal Laptop, Secretary/DO iMacs	Secretary and DO iMac Refresh 2023	Principal Refresh/Deploy Pro/Screen 2024							Refresh Fleet 2030
PK-4 iPads	Refresh Fleet 2021	Prepare for App Refresh	Refresh Apps			Refresh Fleet; Prepare for App Refresh	Refresh Apps		
Staff iPads	Fleet Purchased 8/2020					Refresh PK-4 Teacher Fleet			
Staff Laptops	Refresh Fleet 2021 (M1/Intel)							Refresh Fleet 2027	Deploy Refreshed Fleet 2027
Computer Labs	ATC – partial update (5yr.)			ATC Full Update					
Network Infrastructure (Switches, Wireless)	402 Rack Replacement; Split OTZ Circuits Switches		C2 Install Wifi-6 APs in schools IAN, ORV, BKC, DRG; KVL Switch	C2 Install Wifi-6 APs in WLK, SHG, ABL, WTK; ATC, DO Switches	C2 Install Wifi-6 ORV, OBU, IAN, BKC, OTZ; Upgrade ALL Caching				
Meraki Refresh	3yr. License Renewal 2023						License Renewal 9/29/2026		
Mitel Phone System	Partial Phone Refresh 2023			Research Phone Refresh/Migration		Migrate to Upgraded Phone System			
VTC	RUS Award 2020; Complete install of RUS awarded Infrastructure		Update Polycom Camera Software						
Servers	Refresh SHG	Refresh WLK	Research Village Virtualization Servers	Purchase Pilot Servers; Plan Refresh				DO Server Refresh 2027	
Windows Infrastructure	Windows 2019 Server Upgrade 2023								Windows Server Upgrade 2030

Additional work completed:
May 20, 2025 – August 18, 2025

Report on IT Initiatives and Updates

- **Year-End Device Check-In Preparation**
  Year-End Check-in requires careful attention to detail and continuous coordination. It involves managing spreadsheets, staying responsive via phone and email, and being readily available. Additionally, it includes organizing the shipment and return of technology assets to Kotzebue, ensuring all materials are properly tracked and accounted for. Received technology asset totes from all sites: ABL (6), BKC (17), DRG (6), IAN (8), JNES (8), KMS (Carts: 4), KHS (9), KVL (12), OBU (4), ORV (18), SHG (5), WLK (19), and WTK (12). After confirming receipt of all totes, we began the asset check-in process.
- **Device Processing and Repair**
  We process each device through a structured production line to ensure they are deployment-ready. This includes cleaning, reimaging, logging in with a student account to validate functionality, and completing necessary repairs. Repairs typically involve keyboards, screens, and batteries. By dividing responsibilities among staff, we maintain an efficient workflow that maximizes throughput while ensuring quality.
- **Device Deployment to Sites**
  All devices were packed into totes and sent to sites: ABL (6), BKC (17), DRG (5), IAN (8), JNES (8), KMS (6 Totes/Carts: 4), KHS (12), KVL (12), OBU (4), ORV (18), SHG (5), WLK (19), and WTK (12).
- **Staff Onboarding & Transition Support**
  This time of year, involves significant ticket categorization and list organization to support districtwide operations. A primary focus has been facilitating staff transitions, including onboarding new hires and processing internal transfers:
  - Creating and configuring Active Directory (AD) accounts and group memberships
  - Provisioning appropriate Microsoft 365 licenses
  - Preparing and assigning devices based on staff roles
  - Enforcing Multifactor Authentication (MFA)

  These actions help ensure a secure and seamless start for staff while maintaining compliance with district IT standards and enhancing overall operational efficiency.
- **Districtwide Student Account Management**
  We supported districtwide student changes by:
  - Creating and updating Active Directory (AD) accounts
  - Provisioning appropriate Microsoft 365 licenses
  - Preparing and assigning devices
  - This year we reset all student passwords
- **E-rate funded network infrastructure upgrades**
  - Prepared 108 new Meraki MR46 access points by organizing them by site, ready for deployment as we begin site visits at the start of the year.

MEMORANDUM

TO: NWABSD Board of Education **DATE:** August 26, 2025

NUMBER: **26-005**

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
August 25

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

a. Classified rehires FY26
b. Certified rehires F26
c. Classified new hires FY26
d. Certified new hires FY26
e. Classified transfers F26
f. Certified transfers F26
g. Classified separations F26

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

LOCATION&DATE	NAME	POSITION
AMBLER		
8/11/25	Nellie Cleveland	Inupiaq Ilisautri
BUCKLAND		
8/11/25	Denny Hadley	Inupiaq Ilisautri
DEERING		
8/11/25	Sam Gavin	Inupiaq Ilisautri
JNES		
8/11/25	Charity Smith	Inupiaq Ilisautri
8/11/25	Winona Ballot	Inupiaq Ilisautri
8/11/25	Helen Allen	Inupiaq Ilisautri
KIANA		
8/11/25	Amber Barr	Inupiaq Ilisautri
KMHS		
8/11/25	Sidney Sherman	Inupiaq Ilisautri
KOBUK		
8/11/25	Luke Jackson	Inupiaq Ilisautri
NOATAK		
8/11/25	Amelia Johnsen	Inupiaq Ilisautri
SELAWIK		
8/11/25	Carrie Skin	Inupiaq Ilisautri
SHUNGNAK		
8/11/25	Dolly Custer	Inupiaq Ilisautri
Maintenance		
7/1/25	Mark Moore	Director Property Services
District Office		
7/29/25	Robert Sheldon	Director Student Activities

b) The administration recommends the approval of the following FY26 Certified Rehires

LOCATION&DATE	NAME	POSITION
KIANA		
8/11/25	Denita Sommers	Teacher
NOORVIK		
7/28/25	Mike Zibell	Lead Teacher/Admin Assistant
8/11/25	Don Thurman	Teacher

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

LOCATION&DATE	NAME	POSITION
KIANA		
7/1/25	Marvin Barr	BPO
7/28/25	Cheryl Curtis-Jackson	Secretary
ATC/STAR		
7/25/25	Lucy Nelson	ATC Registrar
8/11/25	Dawn Crabb	STAR Dorm Parent
District Office		
8/6/25	Katelyn Atoruk	Business Office Accounting Tech

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

LOCATION&DATE	NAME	POSITION
AMBLER		
8/7/25	Tim Bears	Teacher
BUCKLAND		
8/7/25	Samantha Pacana	Teacher
DEERING		
8/7/25	Joan Bidaure	Teacher
KIVALINA		
8/7/25	Glaiza Calvario	Teacher
8/7/25	Jay Jamin	Teacher
8/7/25	Sheena Jamin	Teacher
NOORVIK		
8/7/25	Sarah Ybanez	Teacher
SHUNGNAK		
8/7/25	Omar Mahmoud	Teacher
8/7/25	Jessica Sauter	Teacher
8/7/25	Brian Young	Teacher
ATC/STAR		

7/9/25	John Crabb	ATC Assistant Director
8/11/25	Cindy Lincoln	ATC Teacher
District Office		
8/18/25	Nedra Jones	Curriculum Staff Development Coordinator

e) The administration recommends the approval of the following FY26 Classified Transfers

LOCATION&DATE	NAME	POSITION
District Office		
7/1/25	Wanda Baltazar	ECE/ELF Coordinator
7/1/25	Amie Gardner	HR Specialist
7/1/25	Amanda Kenworthy	Staff Development Spec.
7/1/25	David Smith	Staff Development Spec.

f) The administration recommends the approval of the following FY26 Certified Transfers

LOCATION&DATE	NAME	POSITION
ATC/STAR		
8/4/25	Clay Beck	ATC Career Path Spec.

g) The administration recommends the approval of the following FY26 Classified Seperations

LOCATION&DATE	NAME	POSITION
KMHS		
8/4/25	Jordan Eisel	SpEd Aid
KIANA		
6/30/25	Tommy Wells	BPO
6/11/25	Eryn Gooden	Secretary
SELAWIK		
8/5/25	Jansen Cowart	Inupiaq Ilisautri
District Office		
7/23/25	Qutan Lambert	HR Officer
6/30/25	Fannie Henry	Payroll Officer

MEMORANDUM

TO: NWABSD Board of Education Members

DATE: August 26, 2025

NUMBER: **26-006**

FR: Office of the Superintendent

SUBJECT: Approval of FY26 Board Meeting Dates

ABSTRACT:

Board approval is required for Board Meeting Dates.

ISSUE:

At issue is board approval of the FY26 Board Meeting Dates.

BACKGROUND AND/OR PERTINENT INFORMATION:

Board Bylaw 9320 Meetings states that Regular meetings shall be held on the last Tuesday of every month, unless otherwise determined by the Board.

ALTERNATIVES:

1. Approve the FY26 Board Meeting Dates as determined by the board.
2. Do not approve the FY26 Board Meeting Dates.
3. Take no final action.

NWABSD Regional School Board Calendar 2025-2026

July 2025

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

August 2025 IN PERSON

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

SEPTEMBER 2025 VIRTUAL

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

October 2025 IN PERSON

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

November 2025 VIRTUAL

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

December 2025

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

January 2026 IN PERSON

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

February 2026 IN PERSON

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

March 2026 VIRTUAL

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

April 2026 IN PERSON

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May 2026

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

June 2026 VIRTUAL

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

BOARD MEETINGS

AUGUST 25-26 In-person Board Meetings

SEPTEMBER 29-30 Virtual Board Meetings

OCTOBER 20 In-person Re-organization

OCTOBER 21-22 In-person Board Retreat

NOVEMBER 24-25 Virtual Board Meetings

JANUARY 19-21 In-person Board Meetings

FEBRUARY 23-25 In-person Board Meetings

MARCH 24 Virtual Budget Worksession

APRIL 27-28 In-person Board Meetings

JUNE 1-2 Virtual Board Meetings (Tentative)

EVENTS

JULY 18-20 AASB Summer Board of Directors Meeting. ANCHORAGE

SEPTEMBER 20-21 AASB Fall Boardsmanship Academy. ANCHORAGE

OCTOBER 7, 2025 - ELECTION DAY

OCTOBER 13 - NWAB Certify Election Results.

NOVEMBER 13-16 AASB Annual Conf. & Youth Leadership Institute. ANCHORAGE

NOVEMBER 17 AASB Board of Directors Meeting. ANCHORAGE

JANUARY 30– FEBRUARY 2 NSBA Equity Symposium & Advocacy Institute, DC

FEBRUARY 7-10 Leadership Academy & Legislative Fly-In and Youth Advocacy Institute — Elizabeth Peratrovich Hall, JUNEAU

APRIL 10-12 NSBA Annual Conference – San Antonio, TX

APRIL 18-20 Spring Boardsmanship Academy ANCHORAGE

DRAFT

MEMORANDUM

TO:	NWABSD Board of Education Members	**DATE:**	August 25, 2025
		NUMBER:	**26-007**
FR:	Office of the Superintendent	**SUBJECT:**	Approval of FY26 Budget Revision #1

ABSTRACT:

The School Board shall establish and maintain a balanced budget.

ISSUE:

At issue is the approval of the FY26 General Fund Operating Budget Revision #1

BACKGROUND AND/OR PERTINENT INFORMATION:

The FY26 General Fund Operating Budget was approved and adopted at the April 28th, 2025:

Revenues: $65,877,405

Expenditures: $70,727,105

Transfer in from Other Funds: $2,300,000

Transfers out to Other Funds: $675,000

Presented to you is Budget Revision #1 for the FY26 Operating Fund Budget:

Revenues: $73,280,013

Expenditures: $74,983,853

Transfer in from Other Funds: $2,300,000

Transfers out to Other Funds: $2,775,000

This revision includes changes to revenue detailed as follows:

- additional contribution by the Northwest Arctic Borough
- FY2026 Foundation Projection Report, $6,660 base student allocation (BSA)
- updated PERS and TRS on-behalf rates
- corrected Other Local Revenue projection

The change in total expenditures is dependent upon the acceptance of the memos presented in this committee meeting (NMS Custodial and Food Service agreements, Noatak fuel increase, and Safe and Civil MOA) as well as actual amounts shared for theFY26 On-Behalf rates, FY26 Insurance Coverage Renewal and FY25 Audit Services. Additionally, it is recommended that the Board include a reinstatement of departmental budget cuts (Human, Resources, Business Office, Superintendent, Assistant Superintendent, and Board of Education), transfers out for the ATC, Noatak district match and Food Service, the Student Activities program, as well as building the Inupiaq language program fund, and providing an attendance incentive.

A Fund Balance is not included in this breakdown because the fund balance is estimated going into FY26. The final and actual Fund Balance will be known after the FY25 audit is complete.

ALTERNATIVES:

1. Approve FY26 Budget Revision #1 as presented;
2. Disapprove FY26 Budget Revision #1 as presented;
3. Take no action.

ADMINISTRATION'S RECOMMENDATION:

The administration recommends the Board approve FY26 Budget Revision #1 as presented.

DRAFT

Northwest Arctic Borough School District
FY26 Budget

DRAFT

	FY26 APPROVED BUDGET	FY26 REVISION #1	CHANGES	NOTES
REVENUE				
Other Local Revenue	$3,000,000	$1,500,000	($1,500,000)	inc occurred for FY25, incorrect
Earnings on Investments	$770,000	$770,000	$0	
Borough Appropriation	$6,568,263	$10,216,250	$3,647,987	additional Borough contribution
E-rate Program	$11,609,460	$11,609,460	$0	
State Foundation	$36,194,559	$40,807,240	$4,612,681	Projected Foundation based on $6,660 BSA
Quality Schools	$106,133	$105,427	($706)	
TRS On-behalf	$2,404,313	$2,939,737	$535,424	made correction to on-behalf rate with information from state
PERS On-behalf	$461,615	$568,837	$107,222	made correction to on-behalf rate with information from state
Revenue-Other State Sources	$821,180	$821,180	$0	
Impact Aid Program	$3,941,882	$3,941,882	$0	
TOTAL REVENUES	**$65,877,405**	**$73,280,013**	**$7,402,608**	
TRANSFERS IN				
CIP Reserved Local Share	$2,300,000	$2,300,000		
TOTAL TRANSFERS IN	**$2,300,000**	**$2,300,000**	**$0**	
EXPENSES				
Certificated Salaries	$14,759,259	$15,053,317	$294,058	
Non-Certificated Salaries	$8,986,365	$9,332,011	$345,647	
Leave Pay Out	$275,074	$301,074	$26,000	
Stipends	$109,750	$109,750	$0	
Employee Benefits	$11,503,548	$11,820,206	$316,658	
TRS On-behalf	$2,404,313	$2,960,428	$556,116	made correction to on-behalf rate with information from state
PERS On-behalf	$461,615	$577,565	$115,950	made correction to on-behalf rate with information from state
SUBTOTAL: Personnel	$38,499,923	$40,154,351	$1,654,428	
Prof & Technical Services	$4,301,720	$4,905,597	$603,878	$148,678 proposed NMS Custodial contract increase, $6,000 decrease for audit services
Staff Travel	$360,100	$655,952	$295,852	
Board Travel	$45,000	$45,000	$0	
Student Travel	$19,000	$1,343,775	$1,324,775	
Utility Services	$13,790,502	$13,790,502	$0	
Energy (w/ electricity & fuel)	$6,195,600	$6,345,600	$150,000	
Other Purchased Services	$4,500,261	$4,500,276	$15	
Property & Liability Insurance	$1,489,641	$1,300,142	($189,499)	actual Property and Casualty insurance coverage totals
Supplies, Materials & Media	$1,607,683	$1,835,883	$228,200	
Tuition	$40,000	$40,000	$0	
Dues & Fees	$72,675	$261,775	$189,100	
Inventoried Equipment	$55,000	$55,000	$0	
Indirect Cost Recovery	($250,000)	($250,000)	$0	
SUBTOTAL: Non-Personnel	$32,227,182	$34,829,502	$2,602,320	
TOTAL EXPENSES	**$70,727,105**	**$74,983,853**	**$4,256,749**	
TRANSFERS OUT				
Food Service Fund	$1,200,000	$1,200,000	$0	
ATC	$500,000	$500,000	$0	
Star of the NW-Magnet School	$0	$0	$0	
Teacher Housing Fund	$675,000	$675,000	$0	
Capital Projects	$0	$440,000	$440,000	Noatak match, previously approved
Special Revenue Fund	$0	$0	$0	
TOTAL TRANSFERS OUT	**$2,375,000**	**$2,815,000**	**$440,000**	
INC/(DEC)-UNRESERVED FB	**($4,924,699)**	**($2,218,840)**	**$2,705,859**	

FY24 Fund Balance	**$5,280,552**	**$5,280,552**	Projected FY25 Fund Balance
Decrease in Fund Balance	$4,924,699	$2,218,840	Decrease in Fund Balance
Est. FY25 Prepaid & Inventory	$2,000,000	$2,000,000	Est. FY26 Pre-paid & Inventory
Projected FY25 Fund Balance	**($1,644,148)**	**$1,061,712**	Projected FY26 Fund Balance

MEMORANDUM

TO:	NWABSD Board of Education	**DATE:**	August 26, 2025
		NUMBER:	**26-008**
FR:	Office of the Superintendent	**SUBJECT:**	Approval of Supt. 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:

- September 20-21, 2025, Fall Boardsmanship Academy, Anchorage
- September 24-27, 2025, Superintendent's Fall conference, Fairbanks

- October 8-11, 2025, National Indian Education Conference, Spokane, WA

FUNDING SOURCE:

Grants and General Funds: 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.

MEMORANDUM

TO:	NWABSD Board of Education Members	**DATE:**	August 26, 2025
		NUMBER:	**26-009**
FR:	Office of the Superintendent	**SUBJECT:**	Approval of Fuel Purchase Noatak

ABSTRACT:

Board approval is required for purchases exceeding $50,000.00.

ISSUE:

At issue is board approval to purchase fuel for the Noatak School.

BACKGROUND AND/OR PERTINENT INFORMATION:

The administration is requesting the school board's approval to purchase 57,000 gallons of Fuel at $11.42 per gallon for the Noatak School. This is more than usual for this site, which has been 40,000 gallons the past two years but with the erosion issue approaching the runway with only 133 feet of ground between the runway apron and the riverbank this extra fuel would be a prudent decision. Vendors did not bid on providing fuel to Noatak; therefore, fuel to Noatak was not included in the approval of the bulk fuel purchase. The fuel must be flown in via Everts Air Fuel out of Fairbanks. The cost of 57,000 gallons of fuel at $11.42 a gallon from Everts Air Fuel FOB Fairbanks to Noatak will be $651,008.76

Funding Source: General Fund Maintenance Department Fuel Budget. The approved budgeted amount for Noatak Fuel is $490,000.00. An additional $170,000 is recommended in Revision #1.

ALTERNATIVES:

1. Approve the purchase of 57,000 gallons of fuel from Everts Air Fuel not to exceed $651,008.76.

2. Disapprove the purchase of 57,000 gallons of fuel from Everts Air Fuel.

3. Take no final action.

ADMINISTRATION'S RECOMMENDATION:

The administration recommends board approval of the purchase of 57,000 gallons of fuel from Everts Air Fuel, not to exceed $651,008.76.

P.O. Box 60908 Fairbanks, AK 99706
5525 Airport Industrial Road., Fairbanks, AK 99709
Telephone (907) 450-2305
Fax: (907) 450-2326
Fuel@EvertsAir.com

Date: 7/28/2025

ESTIMATE

Primary Contact:	
Company/Business Name:	NW Arctic Borough School Dist 907-442-3472
Phone:	907-442-1849
Email:	kkenworthy@nwarctic.org
Mailing Address:	NA
Delivery Location:	NOATAK, ALASKA
Comments:	13 Loads of fuel

Fuel Type:	#1HF
Gallons:	57,000
Round-trip Mileage:	926
# of trips:	13

Subtotal:	$645,724.86
Tax:	$5,283.90
Total:	**$651,008.76**
Avg ppg	$11.42

Mail Check to: *Everts Air Fuel*
P.O. Box 60908
Fairbanks, AK 99706
For ACH info email: *Fuel@evertsair.com*

I agree to the pricing and terms listed below

This estimate is for pre-payment only. Pre-payment must be received before delivery is scheduled. Credit cards incur a 3% processing fee. All pricing included in this estimate is calculated using the wholesale rack price. Due to fluctuations in fuel pricing the actual price upon delivery may be higher or lower than this spot price. This estimate includes all transportation costs, fees, taxes, and is based on delivery to the customers fuel tank or truck at the intended destination's airport. One hour of ground-time is included, additional time will be billed at $800 per hour. Normal arrival times are between 8:00am - 6:00pm (depending on weather and aircraft availability). Templated times will be sent the day prior and will be PENDING acknowledgement. Schedules are SET the day prior at 2:00pm. ETAs will be sent upon departure the day of.

MEMORANDUM

TO: NWABSD Board of Education Members

DATE: August 26, 2025

NUMBER: **26-010**

FR: Office of the Superintendent

SUBJECT: Approval of Safe & Civil Schools (Susan Isaacs) MOA FY26

STRATEGIC PLAN/BOARD GOAL:
NWABSD Strategic Goal 2: Instructional Supports

ABSTRACT:

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

ISSUE:

At issue is the Board's approval of FY26 Safe and Civil consulting and professional development expenses with Susan Isaacs to enhance positive behavior strategies and support at all sites. This initiative includes training and materials to implement PBIS effectively across the district. Total expenditure not to exceed $196,000, which includes actual travel costs.

BACKGROUND AND/OR PERTINENT INFORMATION:

Please see the attachment for pricing and scheduling specifics.

Funding: General Fund and Title 1 Professional Development Set Aside (fund 267)

ALTERNATIVES:

1. Approval of the Safe & Civil Schools (Susan Isaacs) MOA FY26, not to exceed $196,000 as presented.
2. Disapproval of the Safe & Civil Schools (Susan Isaacs) MOA FY26, not to exceed $196,000 as presented.
3. Take no final action.

ADMINISTRATION'S RECOMMENDATION:

1. The administration recommends approval of the Safe & Civil Schools (Susan Isaacs) MOA FY26, not to exceed $196,000 as presented.

Northwest Arctic Borough School District

P. O. Box 51 Kotzebue, AK 99752

MEMORANDUM OF AGREEMENT (MOA)

(MOA's for more than $50,000 must be approved by the School Board prior to start of Contract)
(In a fiscal year MOA's to the same Contractor totaling more than $50,000 must be approved by the School Board prior to start of Contract)

TAB BETWEEN FIELDS

Contractor: ANCORA PUBLISHING (Name of Company) MOA Control #: (Contact Carol Furman for #)

Address: 21 West 6th (Street or POB) Eugene (City) OR (State) 97401 (Zip + four)

(800) (Area Code) 323-8819 (Phone #) (Fax #) Elizabeth@safeandcivilschools.com (E-mail Address)

Federal ID #: 51-0532241 Or Soc. Sec. #: (Enter without Dashes) Alaska Business License #:

8/15/2025 (Start Date (mmddyy)) 6/30/2026 (End Date (mmddyy)) ☐ W-9 Attached ☒ W-9 Submitted Previously

Contractor Agrees To: Foundations and a CHAMPS Site-Based Support Audience: Administrators/School Staff Trainer: Susan Isaacs In-Person See attached proposal for more information. Total costs includes actual travel costs and travel fee.

If additional space is needed, indicate here ☒ **See attachment**

District Contact Person: Joy Cogburn-Smith Phone #: (907) 442-1814 Ext

Email Address: jcogburn@nwarctic.org Fax #:

District Agrees To: Pay for above mentioned services in a timely manner.

If additional space is needed, indicate here ☐ **See attachment**

Payment Terms: The consultant will submit service invoices to the district for the consulting fees. Upon submittal of receipts, payment for services will be made in accordance with this agreement.

If additional space is needed, indicate here ☐ **See attachment**

Enter Account Code as:	xxx.xxx.xxx.xxx.xxx	Amount
Account #:	267.099.350.226.410	$98,000
	100.099.356.000.410	$98,000
	TOTAL	$196,000.00

MOA Not to Exceed: $196,000.00 Budget Authority Approval

August 12, 2025

SAFE AND CIVIL SCHOOLS TRAINING PROPOSAL
For: Terri Walker, Superintendent
Cc: Joy Cogburn-Smith, Director of Curriculum and Instruction
Northwest Arctic Borough School District, henceforth known as "District"
Kotzebue, Alaska

Pacific Northwest Publishing, Inc.
dba: Safe & Civil Schools
21 W. 6th Avenue
Eugene OR 97401
(541) 345-1442 (541) 345-6431 fax

Prepared by:

Elizabeth Winford
Director of Professional Development
Safe & Civil Schools
800.323.8819
Elizabeth@safeandcivilschools.com

WEEK ONE OF FOUR

Service	Dates & Location	Fee
Foundations and a CHAMPS Site-Based Support Anticipated Trainer: Susan Isaacs*	Locations: Shungnak / Kobuk September 2, 3, 4 and 5, 2025	$8,000.00 per day plus travel expenses ($32,000.00 plus travel expenses)
Travel Fee	September 1, 2025	$4,500.00
	TOTAL	**$36,500.00 plus travel expenses**

WEEK TWO OF FOUR

Service	Dates & Location	Fee
Foundations and a CHAMPS Site-Based Support Anticipated Trainer: Susan Isaacs*	Location: Noatak/Kotzebue September 8, 9, 10, 11 and 12, 2025	$8,000.00 per day plus travel expenses ($40,000.00 plus travel expenses)
Travel Fee	September 7, 2025	$4,500.00
	TOTAL	**$44,500.00 plus travel expenses**

WEEK THREE OF FOUR

Service	Dates & Location	Fee
Foundations and a CHAMPS Site-Based Support Anticipated Trainer: Susan Isaacs*	Locations: Deering/Kotzebue October 20, 21, 22, 23, 24, 2025	$8,000.00 per day plus travel expenses ($40,000.00 plus travel expenses)
Travel Fee	October 19, 2025	$4,500.00
	TOTAL	**$44,500.00 plus travel expenses**

WEEK FOUR OF FOUR

Service	Dates & Location	Fee
Foundations and a CHAMPS Site-Based Support Anticipated Trainer: Susan Isaacs*	Locations: Kiana/Noorvik November 17, 18, 19, 20 and 21, 2025	$8,000.00 per day plus travel expenses ($40,000.00 plus travel expenses)
Travel Fee	November 16, 2025	$4,500.00
	TOTAL	**$44,500.00 plus travel expenses**

SUMMARY TABLE

TOTAL FOR PAGE 2	**$81,000.00**
TOTAL FOR PAGE 3	**$89,000.00**
MATERIALS	**TBD**
TOTAL	**$170,00.00 plus materials**

FEES

On-site services: $6,000 per day plus travel expenses. If a flat rate is requested, $8,600.00* per day plus materials

Virtual services: *$6,000 per day (no travel expenses)

*Exception to fees: When any of the following consultants are used, the fee will be $8,000 per day plus travel expenses. These consultants are Jacob Edwards, Susan Isaacs, Tricia Skyles and Jessica Sprick. Should a flat rate be requested, the rate will be based upon $10,600.00 for the first day and $8,800.00 per any additional consecutive day. *Virtual services are at the rate of $8,000 per day (no travel expenses).

When travel requires more than 8 hours of flights: Should a full day be required for travel, an additional fee of $4,500 will be required per trip.

MATERIALS
Materials are offered at a discount from Ancora Publishing, in conjunction with consultation only. Books listed on the proposal of services are required per participant unless otherwise listed. District agrees to adhere to the copyright and order one book per person that will be attending services. Verification of purchase will take place no less than six weeks prior to the date of service: DEADLINE: N/A. If there is a failure to meet this requirement, Safe & Civil Schools reserves the right to cancel the service(s) and bill accordingly.

Additional Fees:
When three or more trainers are assigned in any single quarter, Safe & Civil Schools applies a Large Group Initiative (LGI) coordination service fee of $6,000 per quarter (October-December, January-March, April-June, July-September) in which services occur. Once a contract is fully executed, a lead trainer will be assigned to coordinate logistics, content, etc between the Entity and SCS.

On-site Services Travel Policy:
If weekly COVID-19 case rates in your county are greater than 200/100,000 the training will be conducted virtually. There is no cancellation for elevated COVID-19 infection rates.
Should the District decide to book the day in anticipation of it being on-site and the number is and/or rises back up to the 200+ category, the fee remains at the quoted flat rate and the contracted services will immediately be shifted to a virtual delivery model. The event will be conducted on the scheduled date listed on the fully executed contract/RFP/PO.
Safe & Civil Schools reserves the right to return to a more restricted limit for in-person training if a new, more dangerous variant emerges or other highly communicable virus.

PREVIOUSLY PURCHASED FOR AUGUST 2024 SERVICES, FOR REFERENCE ONLY OR AS ADDITIONAL REPLACEMENT COPIES ARE NEEDED

Service	Breakdown of Costs	Total
Materials For FOUNDATIONS (Required per campus)	Materials per campus: Foundations (1) Teacher's Encyclopedia (5)	Quote can be obtained by contacting Jackie Hefner, jackie@ancorapublishing.com. 7% shipping and handling applies to all orders.
Materials For CHAMPS (Required per person)	CHAMPS: A Proactive & Positive Approach to Classroom Management	

*Specified materials are offered at a one-time 10% discount from **Ancora Publishing** in conjunction with training when shipped to a single location. All shipments are subject to a 7% shipping and handling fee.*

Pacific Northwest Publishing, Inc.
dba: Ancora Publishing

***CHAMPS: A Proactive & Positive Approach to Classroom Management* (3rd ed.)**
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Foundations
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MEMORANDUM

TO: NWABSD Board of Education Members

DATE: August 26, 2025

NUMBER: **26-011**

FR: Office of the Superintendent

SUBJECT: Approval of MOA Alaska Humanities Forum FY26

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

ISSUE:
At issue is the Board's approval of the 2025-2026 Memorandum of Agreement (MOA) with the Alaska Humanities Forum for a cost not to exceed $ $612,562.06

BACKGROUND AND/OR PERTINENT INFORMATION:

Alaska Humanities Forum (AKHF) will facilitate and oversee major components of the New Alaska Native Education Ilisautri Project, including managing the cultural Immersion (Culture Camp/Orientation) for new teachers, 2 gatherings in Kotzebue for C3 educators each year of the grant, and Partnership Meetings. This includes arranging and paying for travel costs associated with these activities. The total cost of these services, including partial salary/benefits for the AKHF C3 Program Director, Manager, and Coordinator, is $612,562.06 for the 2025-2026 grant year (08/01/2025 to 07/31/2025)

Detailed Budget Included
Fully funded by Alaska Native Education C3 Ilisautri Grant Project

ALTERNATIVES:

1. Approve the MOA Alaska Humanities Forum FY26 for the amount not to exceed $612,562.06 as presented;

2. Disapprove the MOA Alaska Humanities Forum FY26 for the amount not to exceed $612,562.06 as presented;

3. Take no final action.

ADMINISTRATION'S RECOMMENDATION:

The administration recommends the board approve the MOA Alaska Humanities Forum FY26 for the amount not to exceed $612,562.06 as presented.

Northwest Arctic Borough School District

P. O. Box 51 Kotzebue, AK 99752

MEMORANDUM OF AGREEMENT (MOA)

MOA's for more than $50,000 must be approved by the School Board prior to start of Contract
In a fiscal year MOA's to the same Contractor totaling more than $50,000 must be approved by the School Board prior to start of Contract
Remember to follow federal procurement regulations when using federal funds to support the MOA

TAB BETWEEN FIELDS

Contractor: ALASKA HUMANITIES FORUM (Name of Company) **MOA Control #:** _____ (Contact Brad Eisel for #)

Address: 421 WEST 1ST AVENUE SUITE 200 (Street or POB) ANCHORAGE (City) AK (State) 99501 (Zip + four)

(907) 770-8420 (Area Code Phone # Fax #) Kari Lovett <klovett@akhf.org> (E-mail Address)

Federal ID #: _____ (Enter without Dashes) Or Soc. Sec. #: _____ (Enter without Dashes) Alaska Business License #: 974062

08/01/2025 (Start Date (mmddyy)) 07/30/2026 (End Date (mmddyy)) ☐ W-9 Attached ☒ W-9 Submitted Previously (Verify with Brad Eisel)

Contractor Agrees To: Along with the attached Memorandum of Understanding (MOU), the contractor will consult with Superintendent Terri Walker regarding staffing should any changes occur during the project period to carry out grant activities. If needed the contractor will also provide a list of any qualified applicants for consideration for any open positions. Any non-consumable supplies will revert to the school district at the end of the project period.

If additional space is needed, indicate here ☒ **See attachment**

District Contact Person: Joy Cogburn-Smith Phone #: 907-442-1814 Ext _____
Email Address: jcogburn@nwarctic.org Fax #: (907)

District Agrees To: In addition to the attached Memorandum of Understanding (MOU) the district will pay for all billed services in a timely manner

If additional space is needed, indicate here ☐ **See attachment**

Payment Terms: The consultant will submit service and expenses invoices to the district at least once a month for the amount of work, supplies or travel that has taken place within the specified timeframe.

If additional space is needed, indicate here ☐ **See attachment**

Enter Account Code as:	XXX.XXX.XXX.XXX.410	Amount
Account #:	364.099.350.000.410	$612,562.06
	Total:	$612,562.06

MOA Not to Exceed: $612,562.06 Budget Authority Approval: _____

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Memorandum of Understanding (MOU)

Between

The Northwest Arctic Borough School District (NWABSD)

and the Alaska Humanities Forum (AKHF)

This Memorandum of Understanding (MOU) is made and entered into by and between The Northwest Arctic Borough School District (NWABSD), herein referred to as "Lead Fiscal Entity," and the Alaska Humanities Forum (AKHF), herein referred to as "Partner Organization."

Article 1: Purpose
The purpose of this MOU is to establish a formal partnership between NWABSD and AKHF for the implementation of the Ilisautri Project (IL), aimed at increasing Alaska Native student achievement and engagement in Northwest Arctic (NWA) by decreasing educator turnover, improving school cultural responsiveness, and building strong school-community relationships through three core programs.

Article 2: Background
Ilisautri, meaning "teacher" or "to teach" in Iñupiaq, represents a collaboration that leverages the strengths of both organizations to benefit the students and educators of NWA. The project will implement the following core programs:

Creating Cultural Competence (C3) Model: Implemented by AKHF, this program aims to increase the cultural competence of educators in their first through fifth years with NWABSD. Activities include direct mentorship, coursework, and participation in a local culture camp.

EdRising Program: NWABSD facilitates this program for high school students. Through intra-curricular activities and expanded program offerings, it aims to cultivate a cohort of future educators from the local community.

Education Program at the Alaska Technical Center: Developed by NWABSD, this program targets adults, especially paraprofessionals, supporting their pursuit of teacher certification through a cohort model involving virtual coursework, mentorship, and in-person gatherings.

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Article 3: Roles and Responsibilities

3.1 NWABSD (Lead Fiscal Entity) Responsibilities:

Serve as the primary financial overseer for the Ilisautri Project.
Implement the EdRising and Education Program at the Alaska Technical Center.
Provide necessary support and resources to facilitate the programs under this MOU.
Coordinate with AKHF to ensure program objectives are met.

3.2 AKHF Responsibilities:

Implement the C3 model to enhance cultural competence among NWABSD educators.
Collaborate with NWABSD in planning, execution, and evaluation of the C3 model.
Provide expertise and resources for the successful execution of cultural competence training.

Article 4: Financial Arrangements
The NWABSD, acting as the Lead Fiscal Entity, will manage all financial transactions and disbursements related to the Ilisautri Project. Both parties agree to comply with all financial reporting requirements and ensure transparency and accountability in the use of funds.

Article 5: Term and Termination
This MOU shall be effective, beginning with the date of the last signature hereon, and if the grant is received, ending upon the expiration of the grant project period, or upon mutual agreement of the parties, whichever occurs first.

Article 6: Amendments
This MOU may be amended or modified only by a written agreement signed by both parties.

Article 7: Signatures
This MOU is executed as of the latest date of signature below and indicates the agreement of both NWABSD and AKHF to the terms outlined herein.

For the Northwest Arctic Borough School District

Name: Mrs. Terri Walker
Title: Superintendent of Schools
Date: 2/8/2024
Signature: DocuSigned by: Terri Walker E75EE113972A4A0...

For the Alaska Humanities Forum

Name: Kameron Perez-Verdia
Title: President & CEO
Date: 2/8/2024
Signature: DocuSigned by: 6475279B301342F...

AKHF Budget Narrative

TOTAL

	Year 1	Year 2	Year 3
Personnel	$180,600.00	$186,018.00	$191,598.54
Fringe	$71,337.00	$73,477.11	$75,681.42
Travel	$66,893.50	$139,875.55	$150,492.93
Supplies	$16,800.00	$8,740.00	$8,740.00
Contractual	$89,725.00	$91,725.00	$91,725.00
Other	$34,880.00	$35,926.40	$37,004.19
Total Direct Costs	**$456,235.50**	**$531,762.06**	**$544,820.97**
Operational support fee ($6,400 per month)	$76,800.00	$76,800.00	$76,800.00
TOTAL:	**$537,035.50**	**$612,562.06**	**$632,042.09**

Overall Total: $1,781,639.64

1. PERSONNEL

Personnel Total:

	Year 1	Year 2	Year 3
President & CEO	$20,600.00	$21,218.00	$21,854.54
C3 Program Director	$40,000.00	$41,200.00	$42,436.00
C3 Program Manager	$65,000.00	$66,950.00	$68,958.50
C3 Program Coordinator	$55,000.00	$56,650.00	$58,349.50
TOTAL	**$180,600.00**	**$186,018.00**	**$191,598.54**

Personnel Detail:

President & CEO: (Y1-Y3: .1 FTE)

The President & CEO, Kameron Perez-Verdia, will provide project oversight and leadership for AKHF's components of the project and ensure fidelity of implementation to the organization and to the project partnership. His salary is calculated with a 3% increase each year.

C3 Program Director: (Y1-Y3: .5 FTE)
The C3 Program Director, Julie Rowland, will supervise the C3 Program Manager, oversee partner relationship management, assist in planning and facilitating the Orientation, Debrief and Midyear gatherings, and attend partner meetings. Her salary is calculated with a 3% increase each year.

C3 Program Manager: (Y1-Y3: 1 FTE)
The C3 Program Manager (to be hired) will supervise the C3 Program Coordinator, be responsible for recruiting and onboarding of C3 participants, co-hosting monthly Ilisautri Project partner meetings, planning and facilitating Orientation, Debrief, and Midyear gatherings with input from partners, providing management of the Seminar course, drafting progress reports, and working directly with evaluators. Their salary is calculated with a 3% increase each year.

C3 Program Coordinator: (Y1-Y3: 1 FTE)
The C3 Program Coordinator (to be hired) will be responsible for recruiting and onboarding of C3 participants, handling logistics for teacher travel and gatherings, and supporting Orientation, Debrief, and Midyear gatherings, and the Seminar course. Their salary is calculated with a 3% increase each year.

2. FRINGE

Fringe Total:

	Year 1	**Year 2**	**Year 3**
President & CEO	$8,137.00	$8,381.11	$8,632.54
C3 Program Director	$15,800.00	$16,274.00	$16,762.22
C3 Program Manager	$25,675.00	$26,445.25	$27,238.61
C3 Program Coordinator	$21,725.00	$22,376.75	$23,048.05
TOTAL	**$71,337.00**	**$73,477.11**	**$75,681.42**

Fringe Personnel costs include health and dental insurance, disability insurance, payroll taxes, unemployment insurance, and employer contributions to retirement plans. Like salaries, fringe is calculated at a 3% increase each year.

3. TRAVEL

Travel Total:

	Year 1	Year 2	Year 3
Cultural Immersion (Orientation, Camp, & Debrief) (Staff)	$10,714	$11,035	$11,366
Cultural Immersion (Orientation, Camp, & Debrief) (Participants)	$43,373	$44,674	$46,014
Cultural Immersion (Orientation, Camp, & Debrief) (Near Peer)	$4,276	$4,404	$4,536
Mid-Year Gatherings (Staff)	$0	$8,352	$8,603
Mid-Year Gatherings (Participants)	$0	$67,328	$75,769
Ilisautri Project Team Meetings	$3,963	$4,082	$4,204
Culture Camp Planning Meetings	$4,568	$0	$0
TOTAL	**$66,894**	**$139,876**	**$150,493**

Travel Detail:

Y1: Cultural Immersion (Orientation, Camp, and Debrief) travel for 15 educators, 2 AKHF staff, and 2 Near Peers. No Midyear Gatherings. Ilisautri Project Team meeting travel for 3 AKHF staff. Culture Camp planning meeting for 2 AKHF staff.

	Unit Cost	Number of Units	Total
Cultural Immersion (Orientation/Culture Camp/Debrief) in Northwest Arctic (twice/year):			
Educator airfare home to Kotzebue (RT)	$1,400	15	$21,000

Educator lodging + per diem in Kotzebue (Orientation, 2 nights/3 days)	$553	15	$8,295
Educator airfare Kotzebue to camp (RT)	$481.50	15	$7,223
Educator lodging + per diem in Kotzebue (Debrief, 1 night/2 days)	$337	15	$5,055
AKHF staff airfare ANC to Kotzebue (RT)	$400	4	$1,600
AKHF staff airfare Kotzebue to camp (RT)	$481.50	4	$1,926
AKHF staff lodging + per diem in Kotzebue (Orientation, 3 nights/4 days)	$1,054	4	$4,216
AKHF staff lodging + per diem in Kotzebue (Debrief, 2 nights/3 days)	$743	4	$2,972
Near peer travel from home community to Kotzebue (RT)	$481.50	2	$963
Near peer travel from Kotzebue to camp (RT)	$481.50	2	$963
Near peer lodging in Kotzebue (Orientation, 2 nights/3 days)	$743	2	$1,486

Near peer lodging in Kotzebue (Debrief, 1 night/2 days)	$432	2	$864
Lodging buffer in case of accommodations needs	$300	6	$1,800
Partner meeting in Kotzebue (once/year)			
AKHF staff airfare ANC to Kotzebue (RT)	$400	3	$1,200
AKHF staff lodging + per diem in Kotzebue (3 days/2 nights)	$921	3	$2,763
Camp planning meetings in Kiana and Selawik (once/year)			
AKHF staff airfare ANC to Kotzebue (RT)	$400	2	$800
AKHF staff airfare Kotzebue to Selawik (RT)	$481.50	2	$963
AKHF staff airfare Kotzebue to Kiana (RT)	$481.50	2	$963
AKHF staff lodging + per diem in Kotzebue (2 nights/3 days)	$921	2	$1,842
TOTAL			**$66,893.50**

Cultural Immersion (Orientation/Culture Camp/Debrief) in Northwest Arctic (twice/year): In Y1 (summer 2025), 15 educators (Cohort 1) will fly from their homes in the Continental USA to Kotzebue, Alaska, where they will stay for two nights/three days (budgeted at $1400 per RT

ticket from Continental USA to Anchorage, and $400 per RT ticket from Anchorage to Kotzebue; and $95 per night for a shared room at the Alaska Technical Center housing and $121 per day for per diem and food). The educators will then fly to culture camp in the Northwest Arctic Region, budgeted at $481.50 per RT ticket from Kotzebue to camp. Educators will travel to one of two culture camps (Kiana/Selawik), depending on the "micro-region" where they will be teaching. After camp, educators will return to Kotzebue for one night/two days for Debrief (budgeted at $95 per night for a shared room at the Alaska Technical Center housing and $121 per day for per diem and food) before returning to their original points of departure. We include a $1800 lodging buffer in case educators are not able to share rooms due to accessibility reasons. There will be two cycles of Orientation and Debrief, corresponding to the two camps, which will occur at different times during Summer 2025. Two AKHF staff will attend each Orientation and Debrief, as well as each culture camp to help ensure that the subsequent C3 programming connects to the educators' camp experiences. AKHF staff will fly from Anchorage to Kotzebue (budgeted at $400 per RT ticket), and stay in Kotzebue alongside program participants (budgeted at $190 per night for a single room at the Alaska Technical Center and $121 per day for per diem and food). AKHF staff will arrive in Kotzebue one day before educators arrive to allow for set up, and will stay one day after educators leave to allow for supplies break down. One Near Peer will also attend each Orientation, Camp, and Debrief alongside C3 participants. Near Peers are expected to travel to Kotzebue from within the region to participate in programming (budgeted at $481.50 per RT ticket between their home community and Kotzebue). Near peers will also stay in Kotzebue alongside program participants (budgeted at $120 per night for a single room at the Alaska Technical Center and $121 per day for per diem and food).

Midyear Gatherings: There are no Midyear Gatherings planned during Y1.

Partner meeting in Kotzebue (once/year) In Y1, 3 AKHF staff working on the Ilisautri Project will fly from Anchorage to Kotzebue for 3 days of partner meetings (budgeted at $400 per RT ticket, in addition to $279 per night at the Nullagvik Hotel and $121 per day for per diem). The Nullagvik Hotel is the only hotel in Kotzebue. These meetings will help build in-person connections between AKHF and NWABSD staff, and provide time to engage in more in-depth planning and conversations.

Camp planning meetings in Kiana and Selawik (once/year): In Y1, 2 AKHF staff working on the Ilisautri Project will fly to the Northwest Arctic for 5 days of culture camp planning meetings with each camp. Staff will fly from Anchorage to Kotzebue ($400 per RT ticket), and travel from Kotzebue to Kiana for one day of meetings and Kotzebue to Selawik for one day of meetings (each RT flight budgeted at $481.50). There are no direct flights between Kiana and Selawik, necessitating a return to Kotzebue. Staff will spend 2 nights and 3 days in Kotzebue in between travel (budgeted at $279 per night at the Nullagvik Hotel and $121 per day for per diem). These

meetings will allow staff to familiarize with camp staff and resources prior to arriving with C3 participants.

Y2: Cultural Immersion Camp travel for 15 educators, 2 AKHF staff, and 2 Near Peers. Two Midyear Gatherings (includes Cohorts 1 and 2). Ilisautri Project Team meeting travel for 3 AKHF staff.

******Note that all travel costs in Y2 are budgeted with 3% inflation over Y1 assumed.*

	Unit Cost	Number of Units	Total
Cultural Immersion (Orientation/Culture Camp/Debrief) in Northwest Arctic (twice/year)			
Educator airfare home to Kotzebue (RT)	$1,442	15	$21,630
Educator lodging + per diem in Kotzebue (Orientation, 2 nights/3 days)	$570	15	$8,544
Educator airfare Kotzebue to camp (RT)	$496	15	$7,439
Educator lodging + per diem in Kotzebue (Debrief, 1 night/2 days)	$347	15	$5,207
AKHF staff airfare ANC to Kotzebue (RT)	$412	4	$1,648
AKHF staff airfare Kotzebue to camp (RT)	$496	4	$1,984

AKHF staff lodging + per diem in Kotzebue (Orientation, 3 nights/4 days)	$1,086	4	$4,342
AKHF staff lodging + per diem in Kotzebue (Debrief, 2 nights/3 days)	$765	4	$3,061
Near peer travel from home community to Kotzebue (RT)	$496	2	$992
Near peer travel from Kotzebue to camp (RT)	$496	2	$992
Near peer lodging in Kotzebue (Orientation, 2 nights/3 days)	$765	2	$1,531
Near peer lodging in Kotzebue (Debrief, 1 night/2 days)	$445	2	$890
Lodging buffer in case of accommodations needs	$309	6	$1,854
Midyear Gatherings in Kotzebue (twice/year).			
Educator airfare community to Kotzebue (RT)	$455	54	$24,557

Educator lodging + per diem in Kotzebue (3 nights/4 days)	$792	54	$42,772
AKHF staff airfare ANC to Kotzebue (RT)	$412	4	$1,648
AKHF staff lodging + per diem in Kotzebue (5 nights/6 days)	$1,676	4	$6,704
Partner meeting in Kotzebue (once/year)			
AKHF staff airfare ANC to Kotzebue (RT)	$412	3	$1,236
AKHF staff lodging + per diem in Kotzebue (2 nights/ 3 days)	$949	3	$2,846
TOTAL			**$139,875.55**

Cultural Immersion (Orientation/Culture Camp/Debrief) in Northwest Arctic (twice/year): In Y2 (summer 2026), 15 educators (Cohort 2) will fly from their homes in the Continental USA to Kotzebue, Alaska, where they will stay for two nights/three days ($1400 per RT ticket from Continental USA to Anchorage, and $400 per RT ticket from Anchorage to Kotzebue; and $95 per night for a shared room at the Alaska Technical Center housing and $121 per day for per diem and food). The educators will then fly to culture camp in the Northwest Arctic Region, budgeted at $481.50 per RT ticket from Kotzebue to camp. Educators will travel to one of two culture camps (Kiana/Selawik), depending on the "micro-region" where they will be teaching. After camp, educators will return to Kotzebue for one night/two days for Debrief (budgeted at $95 per night for a shared room at the Alaska Technical Center housing and $121 per day for per diem and food) before returning to their original points of departure. We include a $1800 lodging buffer in case educators are not able to share rooms due to accessibility reasons. There will be two cycles of Orientation and Debrief, corresponding to the two camps, which will occur at different times during Summer 2026. Two AKHF staff will attend each Orientation and Debrief,

as well as each culture camp to help ensure that the subsequent C3 programming connects to the educators' camp experiences. AKHF staff will fly from Anchorage to Kotzebue ($400 per RT ticket), and stay in Kotzebue alongside program participants ($190 per night for a single room at the Alaska Technical Center and $121 per day for per diem and food). AKHF staff will arrive in Kotzebue one day before educators arrive to allow for set up, and will stay one day after educators leave to allow for supplies break down. One Near Peer will also attend each Orientation, Camp, and Debrief alongside C3 participants. Near Peers are expected to travel to Kotzebue from within the region to participate in programming (budgeted at $481.50 per RT ticket between their home community and Kotzebue). Near peers will also stay in Kotzebue alongside program participants (budgeted at $120 per night for a single room at the Alaska Technical Center and $121 per day for per diem and food). *Note that all travel costs reflected in table above are budgeted with 3% inflation over Y1 assumed.*

Midyear Gatherings (twice/year): During Y2, there will be two 3 night/4 day Midyear Gatherings for C3 educators: one in Kotzebue in October, and one in Kotzebue in March. Because Midyear Gatherings include all C3 cohorts, we assume 27 educators will attend in October and 27 educators will attend in February. Educator round-trip airfare to both communities is budgeted at $481.50 per person. Lodging is budgeted at $190 per night and per diem per educator is budgeted at $121 per night. Two AKHF staff will attend each Midyear Gathering. Staff will fly from Anchorage to Kotzebue (budgeted at $400 RT) and stay alongside participants (budgeted at $190 per night for lodging and $121 per day for per diem). AKHF staff will arrive in Kotzebue one day before educators arrive to allow for set up, and will stay one day after educators leave to allow for supplies break down. *Note that all travel costs reflected in table above are budgeted with 3% inflation over Y1 assumed.*

Partner meetings in Kotzebue (once/year): In Y2, 3 AKHF staff working on the Ilisautri Project will fly from Anchorage to Kotzebue for 3 days of partner meetings (budgeted at $400 per RT ticket, in addition to $279 per night at the Nullagvik Hotel and $121 per day for per diem). The Nullagvik Hotel is the only hotel in Kotzebue. These meetings will help build in-person connections between AKHF and NWABSD staff, and provide time to engage in more in-depth planning and conversations. *Note that all travel costs reflected in table above are budgeted with 3% inflation over Y1 assumed.*

Y3: Cultural Immersion Camp travel for 15 educators, 2 AKHF staff, and 2 Near Peers. Two Midyear Gatherings (includes Cohorts 1, 2 and 3). Ilisautri Project Team meeting travel for 3 AKHF staff.

*****_Note that all travel costs in Y3 are budgeted with 3% inflation over Y2 assumed._

	Unit Cost	Number of Units	Total
Cultural Immersion (Orientation/Culture Camp/Debrief) in Northwest Arctic (twice/year):			
Educator airfare home to Kotzebue (RT)	$1,485	15	$22,279
Educator lodging + per diem in Kotzebue (Orientation, 2 nights/3 days)	$587	15	$8,800
Educator airfare Kotzebue to camp (RT)	$511	15	$7,662
Educator lodging + per diem in Kotzebue (Debrief, 1 night/2 days)	$358	15	$5,363
AKHF staff airfare ANC to Kotzebue (RT)	$424	4	$1,697
AKHF staff airfare Kotzebue to camp (RT)	$511	4	$2,043
AKHF staff lodging + per diem in Kotzebue (Orientation, 3 nights/4 days)	$1,118	4	$4,473

AKHF staff lodging + per diem in Kotzebue (Debrief, 2 nights/3 days)	$788	4	$3,153
Near peer travel from home community to Kotzebue (RT)	$511	2	$1,022
Near peer travel from Kotzebue to camp (RT)	$511	2	$1,022
Near peer lodging in Kotzebue (Orientation, 2 nights/3 days)	$788	2	$1,576
Near peer lodging in Kotzebue (Debrief, 1 night/2 days)	$458	2	$917
Lodging buffer in case of accommodations needs	$318	6	$1,910
Midyear Gatherings in Kotzebue (twice/year).			
Educator airfare community to Kotzebue (RT)	$468	59	$27,635
Educator lodging + per diem in Kotzebue (3 nights/4 days)	$816	59	$48,134

AKHF staff airfare ANC to Kotzebue (RT)	$424	4	$1,697
AKHF staff lodging + per diem in Kotzebue (5 nights/6 days)	$1,726	4	$6,905
Partner meeting in Kotzebue (once/year)			
AKHF staff airfare ANC to Kotzebue (RT)	$424	3	$1,273
AKHF staff lodging + per diem in Kotzebue (2 nights/ 3 days)	$977	3	$2,931
		TOTAL	**$150,492.93**

Cultural Immersion (Orientation/Culture Camp/Debrief) in Northwest Arctic (twice/year): In Y3 (summer 2027), 15 educators (Cohort 3) will fly from their homes in the Continental USA to Kotzebue, Alaska, where they will stay for two nights/three days (budgeted at $1400 per RT ticket from Continental USA to Anchorage, and $400 per RT ticket from Anchorage to Kotzebue; and $95 per night for a shared room at the Alaska Technical Center housing and $121 per day for per diem and food). The educators will then fly to culture camp in the Northwest Arctic Region, budgeted at $481.50 per RT ticket from Kotzebue to camp. Educators will travel to one of two culture camps (Kiana/Selawik), depending on the "micro-region" where they will be teaching. After camp, educators will return to Kotzebue for one night/two days for Debrief (budgeted at $95 per night for a shared room at the Alaska Technical Center housing and $121 per day for per diem and food) before returning to their original points of departure. We include a $1800 lodging buffer in case educators are not able to share rooms due to accessibility reasons. There will be two cycles of Orientation and Debrief, corresponding to the two camps, which will occur at different times during Summer 2027. Two AKHF staff will attend each Orientation and Debrief, as well as each culture camp to help ensure that the subsequent C3 programming connects to the educators' camp experiences. AKHF staff will fly from Anchorage to Kotzebue (budgeted at $400 per RT ticket), and stay in Kotzebue alongside program participants (budgeted at $190 per night for a single room at the Alaska Technical Center and $121 per day for per diem

and food). AKHF staff will arrive in Kotzebue one day before educators arrive to allow for set up, and will stay one day after educators leave to allow for supplies break down. One Near Peer will also attend each Orientation, Camp, and Debrief alongside C3 participants. Near Peers are expected to travel to Kotzebue from within the region to participate in programming (budgeted at $481.50 per RT ticket between their home community and Kotzebue). Near peers will also stay in Kotzebue alongside program participants (budgeted at $120 per night for a single room at the Alaska Technical Center and $121 per day for per diem and food). *Note that all travel costs reflected in table above are budgeted with 3% inflation over Y2 assumed.*

Midyear Gatherings in Kotzebue (twice/year): During Y3, there will be two 3 night/4 day Midyear Gatherings for C3 educators: one in Kotzebue in October, and one in Kotzebue in March. Because Midyear Gatherings include all C3 cohorts, we assume 22 educators will attend in October and 37 educators will attend in February. Educator round-trip airfare to both communities is budgeted at $481.50 per person. Lodging is budgeted at $190 per night and per diem per educator is budgeted at $121 per night. Two AKHF staff will attend each Midyear Gathering. Staff will fly from Anchorage to Kotzebue (budgeted at $400 RT) and stay alongside participants (budgeted at $190 per night for lodging and $121 per day for per diem). AKHF staff will arrive in Kotzebue one day before educators arrive to allow for set up, and will stay one day after educators leave to allow for supplies break down. *Note that all travel costs reflected in table above are budgeted with 3% inflation over Y2 assumed.*

Partner meeting in Kotzebue (once/year): In Y3, 3 AKHF staff working on the Ilisautri Project will fly from Anchorage to Kotzebue for 3 days of partner meetings (budgeted at $400 per RT ticket, in addition to $279 per night at the Nullagvik Hotel and $121 per day for per diem). The Nullagvik Hotel is the only hotel in Kotzebue. These meetings will help build in-person connections between AKHF and NWABSD staff, and provide time to engage in more in-depth planning and conversations. *Note that all travel costs reflected in table above are budgeted with 3% inflation over Y2 assumed.*

4. SUPPLIES

Supplies Total:

	Year 1	**Year 2**	**Year 3**
Office supplies	$800.00	$800.00	$800.00
Technology supplies	$4,000.00	$500.00	$500.00
Midyear Gathering supplies	$500.00	$500.00	$500.00

Workshop Supplies	$2,000.00	$2,000.00	$2,000.00
C3 Seminar supplies	$2,000.00	$2,000.00	$2,000.00
Camp supplies	$7,500.00	$2,940.00	$2,940.00
TOTAL	**$16,800.00**	**$8,740.00**	**$8,740.00**

Program Supplies Details:

Office supplies: General office supplies include pens, paper, markers, flip charts, and other consumables necessary for *Ilisautri* staff to complete the day-to-day duties of their jobs.

Technology supplies: Computer supplies include laptops and IT supplies such as software licenses, discs, and flash drives for two *Ilisautri* staff workstations (budgeted at $2,000 per staff). These supplies are necessary for *Ilisautri* staff to complete the day-to-day duties of their jobs.

Midyear Gathering supplies: Midyear Gathering supplies include materials required for participation in activities and conversations, including books and craft supplies.

Workshop supplies: Workshop supplies include materials required for full-day workshops conducted during the Multicultural Studies Seminar. Workshops are intensives that support educators to consider their roles and responsibilities as new community members. Supplies will include materials required to participate in the experience, including workbooks.

C3 Seminar supplies: C3 Seminar supplies include materials required for participation in the Multicultural Studies Seminar offered by the University of Alaska Anchorage, including textbooks, books, and materials for activities and conversations such as projects with Elders.

Camp supplies: Camp supplies include materials participants will need to attend and participate in the culture camp experience. These include tents (8 x $200) and air mattresses (16 x $250). Participants will be given water bottles for camp ($30 x 48) and the program will provide camp consumables including rope, tape, bug repellant, etc. ($500 per year). Note: Camp supply amounts in Y2 and Y3 are smaller for tents and mattresses, intended only to replace broken or unusable gear purchased in Y1.

5. CONTRACTUAL

Contractual Total:

	Year 1	**Year 2**	**Year 3**
Community advisory group	$4,000.00	$4,000.00	$4,000.00

Kotzebue coordinator	$3,600.00	$3,600.00	$3,600.00
Culture Bearer honoraria	$1,000.00	$3,000.00	$3,000.00
Camp contracts	$60,000.00	$60,000.00	$60,000.00
C3 course fees	$1,125.00	$1,125.00	$1,125.00
C3 course instructors	$18,000.00	$18,000.00	$18,000.00
Near Peers	$2,000.00	$2,000.00	$2,000.00
TOTAL	**$89,725.00**	**$91,725.00**	**$91,725.00**

Contractual Details:

Community advisory group: NWABSD and AKHF will assemble an 8-member community advisory group to provide continued direction on the project, to include students, educators, Elders, and other community members with a connection to education. To allow participation from across the Northwest Arctic, the advisory group will convene virtually twice per year. Members will receive $500 per year for their participation in support of the project.

Kotzebue coordinator: The Kotzebue coordinator will be a Contractor located in Kotzebue who will support on-the-ground logistics and planning for Orientation, Culture Camp, Debrief, and Midyear Gatherings. They are budgeted at a rate of $40/hour. Annually, the Kotzebue coordinator will spend 50 hours coordinating orientation, culture camp, and debrief logistics, and 40 hours coordinating Midyear Gathering logistics. Through over a decade of experience with C3 programming, AKHF has found that an on-the-ground contractor is essential to properly coordinating logistics and building vendor relationships for programming that takes place in Kotzebue.

Culture Bearer honoraria: $500 per honoraria per year is budgeted for Culture Bearers and guests who join the C3 pre-camp Orientation, post-camp Debrief, and Midyear Gatherings. In Y1, 2 Culture Bearers will participate in programming. In Y2 and Y3, 4 Culture Bearers will participate in programming. Culture Bearers provide vital perspective and information that enhances the C3 experience for participants.

Camp contracts: Culture camp is a core component of the C3 summer experience, offering educators the opportunity to experience traditional subsistence activities, and observe how Elders teach and students learn. $60,000 will cover contracts with both the Kiana Elders Camp and the Selawik Science & Culture Camp to implement a culture camp annually that C3 participants can attend. Contracts include recruiting students to participate in camp.

C3 Course Fees and C3 Course Instructors: Each year, 15 C3 educators take the Multicultural Studies Seminar, offered by the University of Alaska Anchorage (UAA) School of Education. This course is a core component of the C3 experience, offering educators the opportunity to learn about the Northwest Arctic region, deepen their cultural competency, and build community connections. A $75 per course per participant enrollment fee is budgeted for the Seminar. This is a special rate offered to AKHF by the University of Alaska Anchorage (UAA). Additionally, $9,000 per instructor per year is budgeted for two co-instructors, who will be contracted to teach the Multicultural Studies Seminar through UAA.

Near Peers: Each year, two Near Peers will be offered a $1000 stipend for their time supporting and mentoring C3 participants during Orientation, Camp, and Debrief. As alums of the program, Near Peers provide essential additional context and mentorship for participants.

6. OTHER

Other Total:

	Year 1	**Year 2**	**Year 3**
Printing	$500.00	$515.00	$530.45
Postage and shipping	$4,000.00	$4,120.00	$4,243.60
Insurance	$5,000.00	$5,150.00	$5,304.50
Facilities	$24,000.00	$24,720.00	$25,461.60
Subscriptions	$1,380.00	$1,421.40	$1,464.04
TOTAL	**$34,880.00**	**$35,926.40**	**$37,004.19**

Other Details:

Printing: $500 is budgeted for printing of recruitment and promotional materials necessary to enroll participants in C3. Costs are budgeted with 3% inflation assumed each year.

Postage and Shipping: $4,000 is budgeted for shipping of essential supplies to culture camps and Kotzebue (for Midyear Gatherings). Shipping to the Northwest Arctic in advance is typically cheaper than flying with materials. Costs are budgeted with 3% inflation assumed each year.

Insurance: $5,000 per year is budgeted to provide insurance for C3 participants during culture camp programming and is expected to be provided through Great American Insurance. Costs are budgeted with 3% inflation assumed each year.

Facilities: $24,000 is budgeted for office space for staff members to conduct the program activities and to provide adequate storage for program equipment and supplies. These costs are calculated at total square footage used for grant program work divided by the total FTEs to get a square footage. Costs are budgeted with 3% inflation assumed each year.

Subscriptions: $1,300 per year is budgeted for the online booking appointment software for teacher participants and AKHF staff to conduct interviews prior to the program. Costs are budgeted with 3% inflation assumed each year.

MEMORANDUM

TO: NWABSD Board of Education Members

DATE: August 26, 2025

NUMBER: **26-012**

FR: Office of the Superintendent

SUBJECT: Approval of MOA National Institute for Excellence in Teaching (NIET) FY26

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

ISSUE:
At issue is the Board's approval of the 2025-2026 Memorandum of Agreement (MOA) with the National Institute for Excellence in Teaching (NIET) for a cost not to exceed $165,000

BACKGROUND AND/OR PERTINENT INFORMATION:

National Institute for Excellence in Teaching (NIET) will support the District's implementation of the Comprehensive State Literacy Grant for $165,000 for the 2025-2026 grant year (08/01/2025 to 06/30/2026)

Detailed Overview of Services Attached

Funded by grant fund 305, Comprehensive State Literacy Grant (CLSD) ($154,420) and Quality Schools Grant ($10,580)

ALTERNATIVES:

1. Approve the MOA National Institute for Excellence in Teaching (NIET) FY26 for the amount not to exceed $165,000 as presented;

2. Disapprove the MOA National Institute for Excellence in Teaching (NIET) FY26 for the amount not to exceed $165,000 as presented;

3. Take no final action.

ADMINISTRATION'S RECOMMENDATION:

The administration recommends board approval of MOA National Institute for Excellence in Teaching (NIET) FY26 for the amount not to exceed $165,000 as presented.

Appendix A

Name	Description	Quantity	Price	Extended Cost
Onsite/Virtual Coaching and Support Year 1 – District Implementation of Systems Support	Through onsite or virtual coaching and support, educators work alongside NIET specialists to transfer and apply best practices into unique individual school settings. NIET's strengths-based coaching and support focuses on reflection and the effective implementation of key concepts and strategies learned through NIET trainings (e.g. instructional excellence, effective professional learning, leadership teams, observation and feedback, evaluation, teacher leadership, curriculum alignment). Specific focus areas will be determined in consultation with the district partners.	4	$3,000.00	$12,000.00
NIET Consulting Services Year 1- Development of Literacy Plan	Through onsite or virtual support, Senior NIET Leaders will provide professional advice, guidance, and actionable solutions to school/district leaders aligned to individual needs. (e.g. strategic planning and tailored school/district improvement strategies) Specific focus areas will be determined in consultation with the school/district partners.	4	$3,000.00	$12,000.00
Effectively Using Student Work to Make Instructional Decisions Year 1	How can the analysis of student work samples guide our instruction? In this one-day training targeting career teachers and teacher leaders, participants will apply a standards-driven student work analysis process to examine student work samples alongside criteria. Participants will use the data from their analyses to understand student progress and make intentional instructional decisions to propel student learning forward. Participants will leave with a deep understanding of the power of student work analysis.	1	$3,000.00	$3,000.00
Instructional Leadership Team Training Year 1	In this two-day training, educators will learn the purpose and structure of a school-based instructional leadership team and how the actions of the team can build collective efficacy. Participants will reflect on the actions of highly effective school leaders and develop their own skills to ensure instructional leadership team meetings impact teaching and student learning. As instructional leadership teams develop, participants will reflect on leveraging each members' strength to ensure the team operates at a high level. Throughout the training, participants will make connections to their own school's needs and will leave with specific, aligned plans to implement at their school.	1	$6,000.00	$6,000.00

Professional Learning: The Cluster Meeting Training Year 1	How can professional learning be designed and delivered to promote reflective collaboration that leads to educator growth and student growth? In this two-day training, participants will know and be able to implement professional learning structures that support adult learning and develop teacher collective efficacy. Participants will examine the Five Steps of Effective Learning protocol and how these five steps can structure professional learning to support classroom application. Participants will apply their new learning by planning a future cluster meeting based on their current teacher and student needs.	1	$6,000.00	$6,000.00
Onsite/Virtual Coaching and Support Year 1 - Three days per school	Through onsite or virtual coaching and support, educators work alongside NIET specialists to transfer and apply best practices into unique individual school settings. NIET's strengths-based coaching and support focuses on reflection and the effective implementation of key concepts and strategies learned through NIET trainings (e.g. instructional excellence, effective professional learning, leadership teams, observation and feedback, evaluation, teacher leadership, curriculum alignment). Specific focus areas will be determined in consultation with the district partners.	42	$3,000.00	$126,000.00

P. O. Box 51 Kotzebue, AK 99752

MEMORANDUM OF AGREEMENT (MOA)

MOA's for more than $50,000 must be approved by the School Board prior to start of Contract
In a fiscal year MOA's to the same Contractor totaling more than $50,000 must be approved by the School Board prior to start of Contract
Remember to follow federal procurement regulations when using federal funds to support the MOA

TAB BETWEEN FIELDS

Contractor: National Institute for Excellence in Teaching (Name of Company) **MOA Control #:** _____ (Contact Brad Eisel for #)

Address: 7333 EAST DOUBLETREE RANCH RD. STE 250 (Street or POB) Scottsdate (City) AR (State) 85258 (Zip + four)

907-562-2608 (Area Code Phone # Fax #) tnibert@GoPSI.com (E-mail Address)

Federal ID #: _____ (Enter without Dashes) Or Soc. Sec. #: _____ (Enter without Dashes) Alaska Business License #: 77751

08/01/2026 (Start Date (mmddyy)) 6/30/2026 (End Date (mmddyy)) ☐ W-9 Attached ☒ W-9 Submitted Previously (Verify with Brad Eisel)

Contractor Agrees To: Year 1 of a five-year partnership with the National Institute for Excellence in Teaching (NIET) to deliver comprehensive professional learning, leadership training, and instructional coaching across the district. Year 1 Scope of Work attached.

If additional space is needed, indicate here ☒ **See attachment**

District Contact Person: Joy Cogburn-Smith Phone #: 907-442-1814 Ext _____
Email Address: jcogburn@nwarctic.org Fax #: (907)

District Agrees To: Pay for all billed services in a timely manner.

If additional space is needed, indicate here ☐ **See attachment**

Payment Terms: The consultant will submit service and expenses invoices to the district for payment in a timely manner

If additional space is needed, indicate here ☐ **See attachment**

Enter Account Code as:	XXX.XXX.XXX.XXX.410	Amount
Account #:	100.099.350.050.410	$ 10,580
Account #:	305.099.350.226.410	$ 154,420
	Total:	$165,000.00

MOA Not to Exceed: $ 165,000 Budget Authority Approval: _____

MEMORANDUM

TO: NWABSD Board of Education Members

DATE: August 26, 2025

NUMBER: **26-013**

FR: Office of the Superintendent

SUBJECT: Approval of MOA Addendum Karen McCain FY26

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

ISSUE:
At issue is the Board's Approval of the Memorandum of Agreement (MOA) Addendum with Karen McCain of McCain Services for a total amount not to exceed $202,327.17

BACKGROUND AND/OR PERTINENT INFORMATION:

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 MOA addendum, which includes travel, is for a total of $202,327.17

Funding for MOA	
General Grant Writing (general fund) Used when working on new grant applications only	$15,000.00
Literacy Connection (LIT) Federal Grant *($1,098,344)* *7/01/2025 to 6/30/2026*	$59,996.72
Native Youth in Action (NYIA) Federal Grant *($908,261)* *7/01/2025 to 6/30/2026*	$31,621.05
Our Youth Positive Visions for the Future (OYVF) Federal Grant *($1,391,733)* *7/01/2025 to 6/30/2026*	$28,909.40
Alaska Native Education Ilisautri Project *($1,186,243.00)* *08/01/2025 to 7/31/2026*	$35,300.00
Iñupiatun Iḷisaqta Project (TIIP) *($509,007.00)* *7/02/2025 to 7/01/2026*	$31,500.00
Total	$202,327.17

The grants Karen McCain assists the district in managing for the FY26 (including carryover) total $5,934,554.00. Her outside evaluator costs for those grants equals 3.42%.

ALTERNATIVES:

1. Approve of MOA Addendum for Karen McCain FY26 for the amount not to exceed $202,327.17 as presented;
2. Disapprove of MOA Addendum for Karen McCain FY26 for the amount not to exceed $202,327.17 as presented;
3. Take no final action.

ADMINISTRATION'S RECOMMENDATION:

The administration recommends board approval of MOA Addendum for Karen McCain FY26 for the amount not to exceed $202,327.17 as presented.

Northwest Arctic Borough School District

P. O. Box 51 Kotzebue, AK 99752

MEMORANDUM OF AGREEMENT (MOA)

MOA's for more than $50,000 must be approved by the School Board prior to start of Contract
In a fiscal year MOA's to the same Contractor totaling more than $50,000 must be approved by the School Board prior to start of Contract
Remember to follow federal procurement regulations when using federal funds to support the MOA

TAB BETWEEN FIELDS

Contractor: Karen McCain—McCain Services (Name of Company) **MOA Control #:** (Contact Brad Eisel for #)

Address: PO BOX 520505 (Street or POB) Big Lake (City) AK (State) 99652-0505 (Zip + four)

907 230-5005 (Area Code Phone # Fax #) kmccain@nwarctic.org, mccain@alaska.net (E-mail Address)

Federal ID #: (Enter without Dashes) Or Soc. Sec. #: (Enter without Dashes) Alaska Business License #:

07/01/2025 (Start Date (mmddyy)) 06/30/2026 (End Date (mmddyy)) ☐ W-9 Attached ☒ W-9 Submitted Previously (Verify with Brad Eisel)

Contractor Agrees To: The contractor will assist in researching and will assist in the writing of grants to support the district's improvement efforts. To provide outside evaluator services for the OYVF, LIT, NYIA, TIIP, and Ilisautri Project grants, including all applicable travel costs.

If additional space is needed, indicate here ☐ **See attachment**

District Contact Person: Joy Cogburn-Smith Phone #: 907-442-1814 Ext
Email Address: jcogburn@nwarctic.org Fax #: (907)

District Agrees To: Pay for all billed services in a timely manner, contractor is also provided a school district laptop for district related work and has access to district technology services as required as a contractor.

If additional space is needed, indicate here ☐ **See attachment**

Payment Terms: The consultant will submit service and expenses invoices to the district at least every 2 months for the amount of work or travel that has taken place within the specified timeframe The last invoice for services will be provided on or before June 30, 2026.

If additional space is needed, indicate here ☐ **See attachment**

Enter Account Code as:	XXX.XXX.XXX.XXX.410	Amount
Account #:	100.099.510.000.410	$15,000.00
Account #:	353.099.350.224.410	$30,196.72
	Total:	$45,196.72

MOA Not to Exceed: $45,196.72 Budget Authority Approval: DocuSigned by: Joy Cogburn-Smith 91C7A1D91F9A4F3...

Additional Conditions/Provisions

A - GENERAL INFORMATION

1. All associated costs, not limited to fees and reimbursables, must be included in the MOA. All MOA's for more than $50,000 require prior School Board approval before Contractor provides any service. (BP 3312)
2. The account to be charged must be determined and approved by the individual with budget authority prior to submission of the MOA to Brad Eisel. It is important to verify funds are available before submitting.
3. Prior to the starting date of the contracted services and/or activities, the Contractor and NWABSD must sign the MOA. The Contractor is not to be given a notice to proceed unless all the appropriate parties have approved and signed the MOA.
4. The District Contact Person will be responsible for obtaining the Contractor's signature and submitting the original MOA to Brad Eisel along with a W-9 for tax purposes.
5. The District Contact Person must approve for payment all Contractor invoices and verify receipts and backup documentation prior to submission for payment to the Accounting Department.
6. The Contractor must pay all expenses, and submit receipts for reimbursement, (airline receipt, hotel receipt, other travel related expenses). Mileage tickets are not eligible for reimbursement.
7. MOA's cannot be used for employee contracts or work agreements.
8. Any NWABSD employee who authorizes services prior to the required approvals may be subject to disciplinary action up to and including termination. (BP 4118, 4218)

B - CONTRACTOR RESPONSIBILITIES

1. Check the MOA for contents and completeness. If the terms are agreeable, sign the agreement and return to the individual named as the Contact Person.
2. In accordance with the payment terms set forth on page 1, the Contractor shall submit a detailed invoice with the dates the services were provided and the appropriate documentation (copies of itineraries, airline tickets, hotel bills, ground transportation, etc.) to the District Contact Person for approval of payment. This **MOA Control #:** must be on the invoice.
3. As a condition of performance, the Contractor must pay all federal, state, and local taxes incurred by the Contractor.
4. A W-9 must be on file with the NWABSD or submitted with this MOA.
5. The Contractor must provide proof of any liability insurance coverage required on page 1 of this MOA.
6. To the extent allowed by law, the Contractor shall indemnify, defend, and hold the NWABSD harmless from any liability resulting from or arising out of the acts of the Contractor in the performance of this MOA.
7. This contract may be terminated by either party with a 30-day written notice.

I HEREBY ACCEPT THIS MOA AND THE CONDITIONS/PROVISIONS CONTAINED HEREIN.

Any changes in the terms of this MOA must be on an ADDENDUM FORM prior to any services being performed. The ADDENDUM FORM must be approved by all parties.

Natalie Dickey Administrative Services – Fiscal Approval	DocuSigned by: 1C0AFDDB3FF24CC... Director's Signature	7/25/2025 Date (mm/dd/yy)
Terri Walker Superintendent –Authorized Signer NWABSD	DocuSigned by: Terri Walker Superintendent's Signature	7/29/2025 Date (mm/dd/yy)
Karen McCain—McCain Services Contractor	DocuSigned by: Karen McCain 7A2C680E2A3D4AE... Contractor's Signature	7/29/2025 Date (mm/dd/yy)

NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT

ADDENDUM TO
MEMORANDUM OF AGREEMENT

MOA # 226026MOA

Between

Contractor Name: Karen McCain—McCain Services

Address: PO Box 520505

Big Lake, AK 99652-0505

and

Northwest Arctic Borough School District

The above-referenced Memorandum of Agreement is hereby amended as follows:
MOA Addendum:

		Amount
Account #:	100.099.510.000.410	$15,000.00
Account #:	353.099.350.000.410	$59,996.72
Account #:	354.099.350.000.410	$31,621.05
Account #:	367.099.320.000.410	$28,909.40
Account #:	365.099.350.000.410	$35,300.00
Account #:	366.099.350.000.410	$31,500.00
	NEW MOA Total:	$202,327.17

Budget Authority Approval: _____

Contractor Additionally Agrees:

MOA is addended to include all contracted services for the 2025-2026 school year continuation grant fundings as specified above.

District Additionally Agrees:

Pay for all billed services in a timely manner, contractor is also provided a school district laptop for district related work and has access to district technology services as required as a contractor.

Date of Board Approval (if applicable):

Agreed to by:

_____ _____
Contractor, (Sign and Return to Program Contact Person) Date

_____ _____
Superintendent- Authorized Signature, NWABSD Date

_____ _____
Director of Administrative Services, NWABSD Date

MEMORANDUM

TO: NWABSD Board of Education Members

DATE: August 26, 2025

NUMBER: **26-014**

FR: Office of the Superintendent

SUBJECT: Approval of University of Alaska-ANSEP Costs for the 2025-2026 School Year

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 2025-2026 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 $60,000.

ANSEP STEM Ready Academy engages our fifth-grade students with 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 University of Alaska-ANSEP Costs for the 2025-2026 School Year not to exceed $250,000, as presented.

2. Disapproval of University of Alaska-ANSEP Costs for the 2025-2026 School Year not to exceed $250,000, as presented.

3. Take no final action.

ADMINISTRATION'S RECOMMENDATION:

The administration recommends board approval of University of Alaska-ANSEP Costs for the 2025-2026 School Year not to exceed $250,000, as presented.

MEMORANDUM

TO: NWABSD Board of Education Members

DATE: August 26, 2025

NUMBER: **26-015**

FR: Office of the Superintendent

SUBJECT: Approval of 26 NMS Food Service Addendum K-12 Sites

ABSTRACT:

Board approval is required for all service contracts over $50,000.

ISSUE:

At issue is the approval of the Food Service Contract between NWABSD and NANA Management LLC (NMS) for Fiscal Year 2025-2026.

BACKGROUND AND/OR PERTINENT INFORMATION:

The School District and NANA Management Services currently have a contract through FY26 for the NWABSD Food Service Program. See below for the current and proposed pricings:

Meal	Current Pricing	Pricing for FY26	Increase
Breakfast	$5.28	$5.53	4.7%
Lunch	$9.76	$10.22	4.7%
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. Based upon the FY25 meal counts, we are estimating this cost increase to be approximately $105,000.00. See attached monthly breakdown for more information.

FUNDING:

Food Service for FY26 is not currently included in the FY26 budget, pending Board direction, but a proposed Transfer Out for FY26 in the amount of $500,000.00. The Business Office has not yet finalized the Transfers Out expenditures for the Food Service fund but is estimating the Transfer Out at approximately $1,200,000.00 for FY25.

ALTERNATIVES:

1. Approve the 26 NMS Food Service Addendum K-12 Sites, as presented.
2. Disapprove the 26 NMS Food Service Addendum K-12 Sites, as presented;
3. Take no final action.

ADMINISTRATION'S RECOMMENDATION:

The Administration recommends the Board approve the 26 NMS Food Service Addendum K-12 Sites, as presented.

ATTACHMENT:

NANA Management Services Addendum 5 Food Service Contract

FY25 Meal Counts by month with projected contract increase

ADDENDUM 5
Food Service Contract
with
Northwest Arctic Borough School District

This Addendum No. 5 to the "Food Service Contract" entered into by and between NANA Management Services, LLC ("NMS") and Northwest Arctic Borough School District ("the School District"), is effective **July 1, 2025**.

In consideration of the mutual promises set out in the Agreement, the Parties enter into this Addendum, effective upon the date first written above.

The following changes are made to the Agreement:

3.1) Term of Agreement:

Agreement is amended to reflect commencement of Renewal Year Four (4 of 4) with period of performance: July 1, 2025, to June 30, 2026, unless sooner terminated in accordance with the terms of the Agreement.

7.1) Fixed Meal Prices For Traditional Meal Pattern Meals:

Fixed Meal Prices are adjusted as follows:

- Breakfast is **$5.53**
- Breakfast Seconds is **$3.50**
- Lunch is **$10.22**
- Lunch Seconds is **$3.50**

Given the current trends in the food service market and rising operational costs, there is a possibility that NMS may consider requesting an increase related to tariffs. Should the need for a tariff increase arise, the change will be made by written amendment signed by both parties.

Continuation of Services Contract. Except as specifically amended pursuant to the foregoing, the Agreement shall continue in full force and effect in accordance with the terms in existence as of the date of this Addendum. After the date of this Addendum, any reference to the Agreement shall mean the Agreement as amended by this Addendum.

IN WITNESS WHEREOF, the Parties have caused this Addendum to be signed by their authorized agents on the dates below.

NANA MANAGEMENT SERVICES, LLC	**NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT**
By: _____	By: _____
Name: _____	Name: _____
Title: _____	Title: _____
Date: _____	Date: _____

	Breakfast	Seconds	Adults	Lunch	Seconds	Adults	
SEPTEMBER	12424	2910	61	21313	6041	322	
OCTOBER	14047	2826	111	24968	7049	358	
NOVEMBER	10112	2096	99	19058	5216	269	
DECEMBER	8398	1531	74	15657	4400	235	
JANUARY	11762	2594	84	21905	5884	371	
FEBRUARY	11793	2252	78	20952	5455	291	
MARCH	7751	1576	48	14676	4808	217	
APRIL	10742	2576	79	20767	6244	358	
MAY	8932	2111	74	17152	5268	348	
TOTAL MEALS	**95961**	**20472**	**708**	**176448**	**50365**	**2769**	
CURRENT RATE	$ 5.28	$ 3.50	$ 5.28	$ 9.76	$ 3.50	$ 9.76	
	$ 506,674.08	$ 71,652.00	$ 3,738.24	$ 1,722,132.48	$ 176,277.50	$ 27,025.44	
PROPOSED INCREASE	$ 0.25	$ -		$ 0.46	$ -		
STUDENTS ONLY	$ 23,990.25	$ -	$ -	$ 81,166.08	$ -	$ -	**$ 105,156.33**

MEMORANDUM

TO: NWABSD Board of Education Members

DATE: August 25, 2025

NUMBER: **26-016**

FR: Office of the Superintendent

SUBJECT: Approval of FY26 NMS Custodial Services Addendum

ABSTRACT:
Board approval is required for all purchases over $50,000.

ISSUE:
At issue is the approval of a one-year renewal to the Districtwide Custodial Services contract between NWABSD and NANA Management LLC (NMS) for the Fiscal Year 2025-2026, not to exceed $2,659,904.08.

BACKGROUND AND/OR PERTINENT INFORMATION:

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.

FY25 amount $2,511,227 (no increase to service costs from FY24)

Recognizing the District's current financial challenges, as the District's partner, NMS Custodial Services did not request an increase for the FY25 year as long as the scope of services remained the same.

Requested FY26 amount $2,659,904.08

The FY26 increase request includes a 4.7% cost increase, as well as the addition of vacuum repair and replacement services. The total increase amount is equal to $148,677.64.

FUNDING SOURCE:

General Fund

ALTERNATIVES:

1. Approve the FY26 NMS Custodial Services Addendum not to exceed $2,659,904.08, as presented;
2. Disapprove the FY26 NMS Custodial Services Addendum, as presented;
3. Take no final action.

ADMINISTRATION'S RECOMMENDATION:

The Administration recommends the Board approve the FY26 NMS Custodial Services Addendum not to exceed $2,659,904.08, as presented.

ATTACHMENT:

NANA Management Services Addendum 4 to Custodial Services Contract

ADDENDUM 4 to
Custodial Services Contract
with
Northwest Arctic Borough School District

This Addendum No. 4 to the "Custodial Services Contract" dated July 1, 2021 (the "Contract") is entered into by and between NANA Management Services, LLC ("NMS") and Northwest Arctic Borough School District ("the School District"), effective **July 1, 2025**.

In consideration of the mutual promises set out in the Contract, the Parties enter into this Addendum, effective upon the date first written above.

The following changes are made to the Agreement:

2.) Term of Contract:

Contract is amended to reflect the commencement of Renewal Year Four (4 of 4) with a period of performance: **July 1, 2025 to June 30, 2026**, unless sooner terminated in accordance with the terms of the Contract.

3.) Compensation:

Contract is amended to reflect the new billing rates found in **Exhibit A – Renewal Rates**.

Continuation of Services Contract. Except as specifically amended pursuant to the foregoing, the Contract shall continue in full force and effect in accordance with the terms in existence as of the date of this Addendum. After the date of this Addendum, any reference to the Contract shall mean the Contract as amended by this Addendum.

IN WITNESS WHEREOF, the Parties have caused this Addendum to be signed by their authorized agents on the dates below.

NANA MANAGEMENT SERVICES, LLC	**NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT**
By: _____	By: _____
Name: _____	Name: _____
Title: _____	Title: _____
Date: _____	Date: _____

EXHIBIT A - RENEWAL RATES

May 18th, 2025

Natalie Dickey
Northwest Arctic Borough School District
P.O. Box 51
Kotzebue, AK 99752
ndickey@nwarctic.org
907-442-1825
907-442-3827 (fax)

RE: Custodial Contract Renewal

To Ms. Dickey:

We are writing regarding the upcoming fiscal School year and an increase to the NMS custodial contract with the district. We look forward to our continued partnership in providing janitorial services to the Northwest Arctic Borough School District.

We are still experiencing challenges with hiring in all the remote village areas. This sometimes increases our costs to mitigate and try and send employees out to assist or credit costs for employees we could not cover

We are showing an increase in labor of 24% year over year and supply costs of 23% percent year over year. However, we only request a 4.7% increase because we know of the district's budget challenges.

Currently, equipment repairs and replacements are handled by the school district. However, we have recently been informed that we will now be responsible for the repair and replacement of vacuum cleaners. All other equipment—such as buffers, extractors, and floor scrubbers—will continue to be maintained by the district.
As the maintenance of vacuum cleaners was not included in our original pricing, we will need to account for the additional costs associated with their repair and replacement. Since there is no on-site technician available, vacuum cleaners will need to be shipped back to Anchorage for servicing.

Accordingly, we propose an annual cost of $30,650.00 to cover the expenses related to vacuum cleaner repairs and replacements.

EXHIBIT A - RENEWAL RATES

Our increase request breaks down as follows:

The current yearly amount is $2,511,226.44

Vacuum repair and replacement come to a total yearly cost of $30,650.00

With the 4.7% cost increase and equipment total of $30,650.00, the

new yearly amount is $2,659,904.08

The cost increase comes to $118,027.64 + $30,650.00 = **$148,677.64**

Attachment showing breakdown of cost by school is Attached

Please feel free to reach out to me, and we can discuss this,

Sincerely,

Scotty G Austin, C.E.H., F.M.P., I.C.E., C.P.T., | Director of Operations – Environmental Services/Facilities / ISSA CIMS Certified Company
NMS | 800 E. Dimond Blvd., Suite 3-450, Anchorage, AK 99515
Direct (907) 263-1720 | Fax 907 343 5603 |
scott.austin@nmsusa.com

EXHIBIT A - RENEWAL RATES

NWABSD EVS - Proposed Contract rates

	Contract Amount Proposed 4.7% Increase FY25-26			
		0.047	*$30,650.00*	
	SY24-25 Rate	3% Increase	equipment repairs	SY25-26 Proposed rate
Ambler	$ 147,098.16	$ 6,913.61	$ 1,839.00	$ 155,850.77
Buckland	$ 219,140.64	$ 10,299.61	$ 1,839.00	$ 231,279.25
Deering	$ 113,434.56	$ 5,331.42	$ 1,839.00	$ 120,604.98
Kiana	$ 141,326.64	$ 6,642.35	$ 1,839.00	$ 149,807.99
Kivalina	$ 161,738.64	$ 7,601.72	$ 1,839.00	$ 171,179.36
Kobuk	$ 82,639.44	$ 3,884.05	$ 1,839.00	$ 88,362.49
Noatak	$ 203,591.88	$ 9,568.82	$ 1,839.00	$ 214,999.70
Selawik	$ 216,787.32	$ 10,189.00	$ 1,839.00	$ 228,815.32
Noorvik	$ 206,831.88	$ 9,721.10	$ 1,839.00	$ 218,391.98
Shungnak	$ 138,747.60	$ 6,521.14	$ 1,839.00	$ 147,107.74
JNES/KMHS	$ 601,346.16	$ 28,263.27	$ 9,501.50	$ 639,110.93
DO/Maint	$ 102,794.40	$ 4,831.34	$ 306.50	$ 107,932.24
STAR Dorm	$ 64,268.64	$ 3,020.63	$ 1,226.00	$ 68,515.27
ATC/Dorm	$ 111,480.48	$ 5,239.58	$ 1,226.00	$ 117,946.06
	$ 2,511,226.44	$ 118,027.64	$ 30,650.00	$ 2,659,904.08

MEMORANDUM

TO: NWABSD Board of Education Members

DATE: August 26, 2025

NUMBER: **26-018**

FR: Office of the Superintendent

SUBJECT: Approval of NMS Security for STAR Dorm MOA with NANA Management Services, LLC

ABSTRACT:

Board approval is required for purchases that exceed $50,000. The administration requests School Board approval to enter into a contract with NANA Management Services, LLC for NMS Security for STAR Dorm, in the amount of $151,013.52 to provide twelve-hour nighttime security at the STAR dormitory.

ISSUE:

At issue is the approval of NMS Security for STAR Dorm Memorandum of Agreement (MOA) with NANA Management Services, LLC. All MOAs that exceed $50,000 require Board approval.

BACKGROUND AND/OR PERTINENT INFORMATION:

This Memorandum of Agreement (MOA) will allocate STAR of the Northwest Magnet School funds to supply a twelve-hour overnight security guard, seven days a week, for 38 weeks while the magnet school dormitory remains open. This will ensure consistent, professional nighttime security for both STAR and ReadiSTAR students.

Funding: Grant STAR

ALTERNATIVES:

1. Approve the NMS Security for STAR Dorm MOA with NANA Management Services, LLC in the amount not to exceed $151,013.52 as presented;

2. Do not approve the NMS Security for STAR Dorm MOA with NANA Management Services, LLC;

3. Take no final action.

ADMINISTRATION'S RECOMMENDATION:

The administration recommends the Board approve the NMS Security for STAR Dorm Memorandum of Agreement with NANA Management Services, LLC in the amount not to exceed $151,013.52 as presented.

SHORT-TERM SECURITY SERVICES AGREEMENT

THIS AGREEMENT is made by and between NANA Management Services, LLC, an Alaska Limited Liability Company located at 800 East Dimond Boulevard, Suite 3-450, Anchorage, Alaska 99515 ("Vendor"), and Northwest Arctic Borough School District located at PO Box 51, Kotzebue, AK 99752 ("Client"), hereinafter individually referred to as "Party" and collectively referred to as the "Parties".

In consideration of the promises and mutual covenants set forth herein, the Parties hereto agree as follows:

AGREEMENTS

1. **Term.** This Agreement commences on **August 11, 2025** and will continue until **May 1, 2026**, unless terminated earlier as provided in Section 5 of this Agreement.

2. **Scope of Work.** Vendor shall provide a single security officer for 12-hour shifts, 7 days a week.

3. **Assumptions.**

- Client will provide suitable housing for the security officer.
- Services will be provided for 38 weeks. Any additional weeks will billed at the weekly rate, partial weeks will be billed per hour.
- If service duration does not total 38 weeks, the remaining weeks will not be billed.

4. **Pricing.** Vendor shall charge Client for services at the rates below, with an anticipated annual cost not to exceed **$151,013.52 (One Hundred Fifty-One Thousand Thirteen Dollars Fifty-Two Cents)**.

	Hourly Bill Rate	Weekly Total
Security Officer	**$47.31 per hour**	**$3,974.04 per week**

5. **Payment Terms.** Vendor shall submit an invoice to Client upon completion of the work. Payment is due fifteen (15) days after receipt of invoice by Client. Invoice will be sent to:

Northwest Arctic Borough School District
PO Box 51
Kotzebue, Alaska 99752

Vendor may charge, and Client agrees to pay, an administrative fee on late payments equal to one and one-half percent (1.5%) per month or, if it is less, the maximum allowed by law, from the date payment is due until paid. Upon termination of the Agreement, all outstanding amounts shall become immediately due and payable.

6. **Termination.**

a. *Voluntary Termination.* Either Party may terminate this Agreement, in whole or in part, for any or no reason, on thirty (30) days' written notice to the other Party.

b. *Termination for Cause*. Each Party hereto shall have the right to terminate this Agreement in the event of a material breach by the other Party if such breach is not remedied within five (5) days after written notice of such default from the non-breaching Party.

A termination for cause will not deprive the terminating Party of any and all claims for damages arising out of the breach, or of any other remedy available at law or in equity. In no event will either Party be liable to the other for consequential or special damages or lost profits resulting from such breach.

Upon termination of this Agreement, all outstanding amounts for services provided prior to the date of termination shall immediately become due and payable.

7. **Insurance.** Vendor shall obtain and maintain during the term of this Agreement the following minimum limits of insurance coverage:

a. Workers' Compensation Insurance as required by AS 23.30.045. This coverage must include statutory coverage and employer's liability protection for not less than $100,000 per occurrence.

b. General Liability Insurance with coverage limits not less than $1,000,000 combined single limit per occurrence and annual aggregates where generally applicable.

c. Automobile Liability Insurance covering all owned, hired, and non-owned vehicles with coverage limits not less than $100,000 per person/$500,000 per occurrence bodily injury and $50,000 property damage, or $500,000 combined single limit per accident.

Client shall keep Client's buildings, including the Premises and all property contained therein, insured against loss or damage from fire, explosion or other cause normally covered by standard broad form property insurance policies.

8. **Indemnity.** Each Party (as the "Indemnifying Party") shall indemnify, defend, and hold harmless the other Party (as the "Indemnified Party"), their affiliates, officers, directors, employees, agents, and other representatives from and against any and all claims, demands, losses, liabilities, damages, expenses (including reasonable attorney fees) and causes of action (hereinafter "Claims") for Claims caused by or resulting from the fault, negligent or reckless acts or omissions of the Indemnifying Party, its officers, employees, agents, contractors, licensees or invitees. Any Claims that are the result of negligence or willful misconduct of both Parties, their officers, directors, employees, agents, contractors, licensees or invitees shall be apportioned on a comparative fault basis, and each Party shall indemnify the other Party for any liabilities and damages assessed against them in excess of their percentage of liability. This provision shall survive the termination of this Agreement.

9. **Amendments.** This Agreement may only be amended in writing signed by both Parties.

10. **Assignment.** This Agreement may not be assigned, in whole or in part, by either Party without the prior written consent of the other Party, which consent shall not be unreasonably withheld, except Vendor may, without prior approval and without being released from any of its responsibilities hereunder, assign this Agreement to any Affiliate of Vendor. Any purported assignment in violation of this section shall be null and void and of no force and effect. Subject to the terms hereof, this Agreement shall be binding on, and inure to the benefit of, the Parties, their heirs, successors and permitted assigns.

11. **Binding.** This Agreement shall be binding upon the Parties hereto, their successors and assigns.

12. **Compliance with Law.** Parties are in compliance with and shall comply with all applicable laws, regulations and ordinances. Parties have and shall maintain in effect all the licenses, permissions, authorizations, consents and permits required to carry out the obligations under this Agreement.

13. **Entire Agreement.** This Agreement and all Work Orders issued pursuant to this Agreement constitute the entire Agreement between the Parties and supersede and replace any prior or contemporaneous oral or written contracts or communications concerning the matters contained herein. If any provisions of this Agreement or any Work Orders issued pursuant to this Agreement shall be determined to be invalid or unenforceable, the remaining provisions shall remain in full force and effect.

14. **Force Majeure.** Neither Vendor nor Client shall be liable for failure to perform its respective obligations hereunder when such failure is caused by earthquakes, fire, explosion, water, act of God, civil disorder or disturbance, strikes, vandalism, war, sabotage, weather and energy related closings, governmental rules or regulations, or like causes beyond the reasonable control of either Party.

15. **Governing Law and Forum.** This Agreement shall be construed and interpreted in accordance with the laws of the State of Alaska, excluding choice of laws principals, and the laws of the United States. Any suit shall be brought in Superior Court in Anchorage, Alaska.

16. **Insolvency.** In addition to all other rights herein, either Party hereto may terminate this Agreement without prior notice should the other Party become insolvent, voluntarily file for bankruptcy or receivership, or make any assignment for the benefit of creditors, or should the other Party have commenced against it any proceeding, suit or action in bankruptcy or receivership provided such proceeding, suit or action is not dismissed within thirty (30) days.

17. **Independent Contractor.** Vendor shall be an independent contractor and shall retain full and complete control over its employees, agents, and subcontractors. Nothing in this Agreement shall be deemed to create any employee employer relationship between Vendor's employees and Client. Nothing in this Agreement shall be deemed to create any partnership, agency or joint venture relationship.

18. **Notice.** Any notice required to be given under this Agreement shall be in writing and shall be delivered personally or sent by express courier, by electronic mail, or by United States certified mail, postage prepaid with return receipt requested, addressed to the other Party as follows:

To Vendor:

NANA Management Services, LLC
Attention: Corporate Counsel
800 East Dimond Boulevard, Suite 3-450
Anchorage, Alaska 99515

To Client:

Northwest Arctic Borough School District
PO Box 51
Kotzebue, Alaska 99752

or to such other persons or places as either of the Parties may hereafter designate in writing. All such notices shall be effective when received.

19. **Severability**. Each portion, part or term of this Agreement shall be considered severable. If any provision of this Agreement is held to be unenforceable for any reason, it shall be adjusted rather than voided, if possible, in order to achieve the intent of the Parties. In any event, all other provisions of this Agreement shall be deemed valid, binding and enforceable.

20. **Survival of Obligations.** The obligations of the Parties concerning indemnification, and liability shall survive the completion, termination or expiration of this Agreement.

21. **Taxes.** Any applicable sales or use taxes imposed by a taxing jurisdiction(s) in connection with or incidental to Services to be performed under this Agreement will be collected by Vendor and remitted to the appropriate taxing jurisdiction(s). Any sales or use tax to be collected and remitted by Vendor will be separately stated on all invoices.

22. **Waiver/Construction and Effect.** A waiver of any failure to perform under the Agreement shall neither be construed as nor constitute a waiver of any subsequent failure. No waiver by either Party of any default or breach on the part of one Party will affect the rights or remedies of either Party hereto in the event of subsequent violation or breach. The article and section headings used herein are used solely for convenience and shall not be deemed to limit the subject of the articles and sections or be considered in their interpretation. Any Exhibits referred to herein are made a part of the Agreement by reference, provided that in the event of a conflict between the terms of such exhibit or any other document incorporated herein, and the terms of this Agreement, the terms of the Agreement shall govern.

23. **Consequential Damages.** Neither party shall be liable to the other for any special, incidental, indirect or consequential damages, nor for any loss of profits, production or business interruption arising out of or in connection with Vendor' performance under this Agreement.

24. **Personnel Obligations**. Each party hereto shall be solely responsible for all employment and personnel actions and all claims arising out of injuries occurring on the job for employees on its respective payroll.

25. **Safe Work Environment.** Client will provide Vendor a safe work environment.

26. **Counterparts and Electronic Signatures**. For the convenience of the Parties, any number of counterparts of this Agreement may be executed by any one or more Parties hereto, and each such executed counterpart shall be, and shall be deemed to be an original, but all of which shall constitute, and shall be deemed to constitute, in the aggregate but one and the same instrument. This Agreement may be circulated for signature through electronic transmission, including, without limitation, facsimile and email, and all signatures so obtained and transmitted shall be deemed for all purposes under this Agreement to be original signatures until such time, if ever, as original counterparts are exchanged by the Parties.

27. **Signatories and Authority.** Each of the signing officials below represents, on behalf of his/her organization, that he/she has been duly authorized to enter into and execute this Agreement and to commit to the performance of the contract obligations stated herein.

IN WITNESS WHEREOF the Parties hereto have executed this Agreement.

Party:	**NANA MANAGEMENT SERVICES, LLC**	Party:	**NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT**
By:	_____	By:	_____
Print:	_____	Print:	_____
Title:	_____	Title:	_____

MEMORANDUM

TO: NWABSD Board of Education Members

DATE: August 26, 2025

NUMBER: **26-019**

FR: Office of the Superintendent

SUBJECT: Approval of FY26 Counselor MOA, Clay Moose

STRATEGIC PLAN/BOARD GOAL:

Student Learning: Strengthen student progress monitoring and wellness

ABSTRACT:

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

ISSUE:

At issue is the Board's approval of the Memorandum of Agreement (MOA) with Clay Moose to provide School Counseling Services.

BACKGROUND AND/OR PERTINENT INFORMATION:

Provide Counseling Education including; direct counseling service, classroom presentation, student scheduling, scholarship and post-graduation guidance, supervision, school counseling services and documentation. Provide services via direct student/teacher on-site contact provides consultation services with principal, teachers, aides, and parents, through remote and/or direct service, supervision and site contact with teachers and students

This contract will provide the opportunity to assist the district in providing services as to improve educational advantages and wellness services for students in the district. The MOA, which includes travel, is for $123,000. and is fully paid for with Counseling grant funds (OYVF grant).

ALTERNATIVES:

1. Approve the FY26 Counselor MOA, Clay Moose in the amount not to exceed $123,500.

2. Disapprove the FY26 Counselor MOA, Clay Moose, as presented.

3. Take no final action.

ADMINISTRATION'S RECOMMENDATION:

The administration recommends board approval of the FY26 Counselor MOA, Clay Moose in the amount not to exceed $123,500. as presented.

MEMORANDUM

TO: NWABSD Board of Education Members

DATE: August 26, 2025

NUMBER: **26-020**

FR: Office of the Superintendent

SUBJECT: Approval of Physical Therapist MOA, Kristen Bacon

STRATEGIC PLAN/BOARD GOAL:

Student Learning: Strengthen student progress monitoring

ABSTRACT:

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

ISSUE:

At issue is the Board's approval of the Memorandum of Agreement (MOA) with Kristen Bacon, Physical Therapy for $54,000

BACKGROUND AND/OR PERTINENT INFORMATION:

Kristen Bacon, PT provides oversight, direct, and indirect physical therapy services for children across the district ages 0-22. Kristen Bacon, PT Therapy, is an experienced therapist who has a history of working effectively with staff, parents, and students in special services programs. She will oversee and conduct consultation, evaluation, and direct physical therapy services.

This contract, partially supported by grants, will provide her the opportunity to assist the district in providing services as required by law to infants and special education students in the district. Kristen Bacon, Physical Therapist also consults with staff. The MOA, which includes travel, is for $54,000 and is fully grant funded with special education and ELF grants.

ALTERNATIVES:

1. Approve the Physical Therapist MOA, Kristen Bacon, in the amount not to exceed $54,000.

2. Disapprove the Physical Therapist MOA, Kristen Bacon, as presented.

3. Take no final action.

ADMINISTRATION'S RECOMMENDATION:

The administration recommends board approval of the Physical Therapist MOA, Kristen Bacon in the amount not to exceed $54,000 as presented.

MEMORANDUM

TO: NWABSD Board of Education Members

DATE: August 26, 2025

NUMBER: **26-021**

FR: Office of the Superintendent

SUBJECT: Approval of School Psych MOA Addendum: Terese Kashi

STRATEGIC PLAN/BOARD GOAL:

Student Learning: Strengthen student progress monitoring and wellness

ABSTRACT:

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

ISSUE:

At issue is the Board's approval of the Addendum to Memorandum of Agreement (MOA) with Dr. Terese Kashi to provide additional School Psych Services.

BACKGROUND AND/OR PERTINENT INFORMATION:

School Psych, Terese Kashi provides psychological and Special Education direct services, consultation, assessment services for NWABSD students. Additionally training, Functional Behavioral Assessment and behavior plans are provided. She provides services via direct student/teacher on-site contact Dr. Kashi has provided services in our region for over 7 years. These additional funds would be used for these services.

This contract addendum will provide the opportunity to assist the district in providing services as to improve educational advantages and wellness services for students in the district. The MOA Addendum, which includes travel, is for $94,000 and is paid for by both general and special Education grant funds.

ALTERNATIVES:

1. Approve the School Psych MOA Addendum: Terese Kashi, in the amount not to exceed $94,000.

2. Disapprove the School Psych MOA Addendum: Terese Kashi as presented.

3. Take no final action.

ADMINISTRATION'S RECOMMENDATION:

The administration recommends board approval of the School Psych MOA Addendum: Terese Kashi, in the amount not to exceed $94,000 as presented.

MEMORANDUM

TO: NWABSD Board of Education Members

DATE: August 26, 2025

NUMBER: **26-022**

FR: Office of the Superintendent

SUBJECT: Approval of Proposed Revisions to BP 5141.22 Infectious Disease; Second 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 second reading of the proposed revisions to BP 5141.22 Infectious Disease.

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 second reading of the proposed revisions to BP 5141.22 Infectious Disease within the Bylaws of the Board series.

This update includes updates in law and removes HIV verbiage.

The Board Policy Committee reviewed the proposed changes and recommends approval.

ALTERNATIVES:

1. Approve the second reading of the proposed revisions to BP 5141.22 Infectious Disease as presented;

2. Do not approve the second reading of the proposed revisions to BB 5141.22 as presented;

3. Take no final action.

ADMINISTRATION'S RECOMMENDATION:

The administration recommends the Board approve the second reading of the proposed revisions to BP 5141.22 Infectious Disease as presented.

BP 5141.22 INFECTIOUS DISEASES

The School Board recognizes its dual responsibility to protect the health of students from risks posed by infectious diseases and to uphold the right of students to a free and appropriate education. The ~~d~~District requires all staff to routinely observe universal precautions to prevent exposure to bloodborne pathogens and prevent the spread of all infectious disease.

(cf. 4119.43 - Universal Precautions)

(cf. 4119.42 - Exposure Control Plan for Bloodborne Pathogens)

(cf. 5141.23 - Infectious Disease Prevention)

The admission of a student with an infectious disease identified by state health officials shall be determined by the Superintendent or designee according to standard health procedures. The Superintendent or designee shall consult with the student's parent/guardian and, as required, with the student's physician and/or the local health ~~department~~organization.

(cf. 5112.2 - Exclusions from Attendance)

(cf. 5141.3 - Health Examinations)

Students with Bloodborne Pathogen Infections

Note: Under 4 AAC 06.060, a student diagnosed with AIDS or HIV does not have a condition that 'will cause the attendance of the child to be inimical to the welfare of other pupils,' as required for the suspension or removal of a student due to a medical condition under AS 14.30.045. A student's removal because of AIDS or HIV is only allowed if the student has uncoverable oozing lesions or other symptoms, or displays behavior, such as biting, which in the opinion of a team, substantially increases the risk of transmission to other pupils. That team must be made up of the student's physician, public health personnel, the parent/guardian, and school personnel associated with the child's placement.~~*Of the 250,000 cases of Acquired Immune Deficiency Syndrome (AIDS) reported to the Centers for Disease Control as of January 1993, there were no reported cases of HIV transmission in school or day care settings. However, school districts are required to enact Exposure Control Plans and Universal Precautions for the prevention of contact with potentially infectious body fluids which may contain pathogens such as the hepatitis B virus (HBV) and the human immunodeficiency virus (HIV). The following section addresses the placement of students with HIV infection and AIDS (Acquired Immune Deficiency Syndrome). AIDS is a handicap pursuant to Section 504 of the Rehabilitation Act (29 U.S.C.794),*~~

~~*and a student with AIDS cannot be excluded from regular class without evidence that the student poses a risk of transmission of the HIV virus to classmates or teachers.*~~

~~*Whether HIV infection or AIDS is a handicap under the Education for All Handicapped Children Act (EAHCA)(20 U.S.C.1400 et seq.) must be decided on a case-by-case basis. If AIDS adversely affects a child's educational performance, the child is treated as handicapped and entitled to an individualized education plan (IEP) under the EAHCA. (Doe v. Belleville Public School District)*~~

~~*We recommend that a review panel, including one or more physicians, help in determining the placement of these children on a case-by-case basis.*~~

~~*The following identifies the Superintendent or designee as the person to be contacted with the information that a student has HIV infection and/or AIDS. All staff should know who in the district serves in this capacity.*~~

~~The Board recognizes that HIV and hepatitis B virus are bloodborne pathogens and not casually transmitted. Students with bloodborne pathogens are entitled to the rights and services accorded to other students. The sole presence of bloodborne pathogens is not sufficient reason to exclude students from attending school.~~

~~Parents/guardians are encouraged to inform the Superintendent or designee if their child has HIV infection and/or AIDS so that any such child will have access to appropriate district programs and services. The Superintendent or designee shall convene a review panel to make recommendations regarding appropriate programs and services for the student.~~

Students with bloodborne pathogens are entitled to the rights and services accorded to other students. The sole presence of bloodborne pathogens is not sufficient reason to exclude students from attending school. Parents/guardians of students whose educational performance is adversely affected by an infectious disease are encouraged to inform the Superintendent or designee so that any such child will have access to appropriate district programs and services. The Superintendent or designee shall convene a review panel to make recommendations regarding appropriate programs and services for the student.

The Superintendent or designee shall ensure that all of the student's rights to confidentiality are strictly observed in accordance with law.

The Superintendent or designee shall request that parents/guardians sign a release form to provide confidential medical information and records to the review panel.

Legal Reference:

ALASKA STATUTES

14.30.045 Grounds for suspension or denial of admission

ALASKA ADMINISTRATIVE CODE

4 AAC 06.060 Suspension or denial of admission

4 AAC 06.150 Confidentiality of AIDS information

FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT

20 United States Code, 1232g

NONDISCRIMINATION UNDER REHABILITATION ACT OF 1973

20 United States Code, 794

~~*UNITED STATES CODE*~~

~~*Education For All Handicapped Children 20 United States Code, 1400 et seq.*~~

~~*Federal Family Educational Rights And Privacy Act 20 United States Code, 1232g*~~

~~*Nondiscrimination Under Rehabilitation Act Of 1973 20 United States Code, 794*~~

~~*U.S. SUPREME COURT*~~

~~*Doe v. Belleville Public School District, 672 F. Supp. 342*~~

~~*Thomas v. Atascadero Unified School District, 662 F. Supp. 376*~~

~~*Phipps v. Saddleback Valley Unified School District (1988), 204 Cal. App. 3d 1110*~~

Adopted: April 28, 2004

Revised:

MEMORANDUM

TO: NWABSD Board of Education Members

DATE: August 26, 2025

NUMBER: **26-023**

FR: Office of the Superintendent

SUBJECT: Approval of Proposed Revisions to BP 5113 Absences and Excuses; 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 BP 5113 Absences and Excuses 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 BP 5113 Absences and Excuses within the Students series.

This update includes legal citation updates and clarifying verbiage not to conflict with AR 5113.

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 BP 5113 Absences and Excuses as presented and open for public comments;

2. Do not approve the first reading of the proposed revisions to BP 5113 as presented;

3. Take no final action.

ADMINISTRATION'S RECOMMENDATION:

The administration recommends the Board approve the first reading of the proposed revisions to BP 5113 Absences and Excuses as presented and open for public comments.

BP 5113 ~~ATTENDANCE~~ABSENCES AND EXCUSES

The School Board believes that regular attendance plays a key role in the success a student achieves in school. The School Board recognizes its responsibility under the law to ensure that students attend school regularly. Parents/guardians of children aged 7 to 16 are obligated to send their children to public school except as allowed by law. The School Board shall abide by all state attendance laws and may use any legal means to correct the problems of excessive absence or truancy.

(cf. 5112.1 - Exemptions from Attendance)

(cf. 5112.2 - Exclusions from Attendance)

~~Regular attendance at school has been identified as a primary indicator of success in school. Students are encouraged to get to school every day on time, attend all classes, and actively participate in all classes in which they are enrolled.~~

~~Compulsory Education~~

~~Each parent or person having charge of a child within the compulsory attendance age shall be responsible for such child's regular, punctual, and active attendance at school as required under provisions of the law. Students share this responsibility. The administration shall enforce Alaska Statutes pertaining to compulsory education.~~

~~Regular and punctual attendance as well as active participation is essential to the successful learning process of students; excessive absenteeism disrupts and hinders that process, not only for the absent student, but for his/her classmates as well.~~

~~The Board believes that patterns of good attendance are set by students in their early school years and are dependent in large part on the attitude of parents. In all schools there will be firm, fair, and well-publicized rules of student attendance and close cooperation with parents on attendance problems.~~

~~The following procedures are established to prevent and reduce truancy. The superintendent shall take necessary action to correct the problems of excessive absence or truancy. If it reasonably appears, upon investigation, that a person has violated the compulsory education laws, the board or designee shall file a complaint with local law enforcement.~~

~~Daily Attendance Reporting Education~~

~~School principals are responsible for an adequate and comprehensive system of attendance reporting, with each teacher held responsible for accurate reporting of daily attendance in his/her classroom.~~

~~Each school site shall make every effort to notify the parents/guardians of their child's absence the first hour of the school day and to verify why the student is absent.~~

~~**Attendance Policy**~~

~~Students experiencing difficulty with attendance shall be counseled in an attempt to alleviate the problem. The district, the school, the parents/guardians, and the students shall work together to develop an appropriate plan for improving school attendance.~~

Excused Absences

The Superintendent or designee may excuse student absences for health reasons, family emergencies or other reasons the Superintendent or designee determines constitute good cause.

Note: The School Board, may allow students to be absent for religious exercises or instruction. The following optional language may be revised or deleted as needed.

Student absence for religious instruction or participation in religious exercises away from school property may be excused.

No student excused for religious holiday shall be denied the opportunity to make up a test given on the religious holiday or denied an award or eligibility to compete for an award.

(cf. 6154 - Homework/Makeup Work)

Unexcused Absences/Truancy

The School Board is committed to keeping students in school. Truancy is defined as the absence of a student from class without the knowledge or prior consent of the parent/guardian. The Superintendent or designee shall implement all steps appropriate to reduce student absences and to ensure that all children residing within the district are receiving appropriate educational services as required by law.

(cf. 5147 - Dropout Prevention)

(cf. 6164.5 - Student Study Teams)

(cf. 6176 - Weekend/Saturday Classes)

Note: The following optional paragraph is for use by districts that authorize teachers to assign failing grades for excessive unexcused absences as provided in BP 5121.

A student's grades may be affected by excessive unexcused absences in accordance with School Board policy.

(cf. 5121 - Grades/Evaluation of Student Achievement)

The Superintendent or designee shall report to the School Board any apparent violations of compulsory attendance laws. The School Board shall investigate such reports and any public complaints of violations of state compulsory attendance laws.

~~The following are considered to be acceptable absences:~~

1. ~~Illness, medical, dental, and vision appointments substantiated by a statement from a parent/guardian, and/or medical practitioner. The principal may ask a parent/guardian to provide medical evidence from a physician or medical practitioner for excessive absences.~~
2. ~~Death in the student's immediate family necessitating an absence. Immediate family is defined as legal guardians, birth or adoptive: grandparents, parents, and siblings.~~
3. ~~Other special circumstances approved by the principal.~~

~~When students who have been absent return to school and have not had that absence excused in advance, the student/parent must present a satisfactory explanation verifying the reason for the absence. One of the following methods will be used to verify students' absences.~~

1. ~~Written notes from parent/guardian.~~
2. ~~Conversation, in person or by telephone, between the school and the student's parent/guardian.~~
3. ~~Any other reasonable method that establishes the fact that the student was actually absent for the reason stated. The school shall retain or make a written record of the reasons for the absence.~~

~~Return to School~~

~~Students will have the right to make up schoolwork after returning to school. The teacher will determine the time required to complete assignments. It will be the responsibility of the student and parent/guardian, in conjunction with the classroom teacher, to ensure that the student completes any schoolwork missed while absent from school.~~

~~Satisfactory attendance at school is essential to learning, and regular attendance is key to academic success.~~

~~High School students (grades 9-12) absent more than sixteen (16) times from each semester course in which they are enrolled may be considered for alternate placement. The principal will make the determination of placement. This decision will take into~~

~~consideration input from the parent/guardian, student and teachers. The principal's decision shall be final.~~

~~Elementary students (grades K-5) and middle school students (grades 6-8) absent more than sixteen (16) times per semester may be assessed for additional interventions prior to being considered for retention.~~

~~Tardiness~~

~~Middle and high school students are considered tardy through the 10th minute of the class period. After the 10th minute, the student is considered absent from that period. Elementary students are considered tardy through the 30th minute of the day. After the 30th minute, the student is considered absent for one half day. If the student is tardy, he/she should report directly to the office to secure an admit slip.~~

~~Habitual tardiness is a constant disruption to the class as a whole. Therefore, in Middle and High School, to attempt to alleviate this behavior, each five (5) tardies will be considered an absence.~~

~~Appeals Procedures~~

~~If a parent or student wishes to appeal a decision made pursuant to this policy, such an appeal must be initiated in writing within fifteen (15) school days of the date of the decision or the date of the letter of notification to the principal who will, in turn, notify the Superintendent. The letter requesting an appeal must include specific reasons that the request should be considered. If an appeal is not filed within the timeline provided, the student/parent/guardian shall be deemed to have waived the right to an appeal and a hearing. The Superintendent shall render a written decision within five (5) school days of the close of the hearing. A parent/guardian may appeal the Superintendent's decision by requesting in writing that the school board review the decision within five (5) days of the Superintendent decision. The Board will hear the appeal in executive session at the next scheduled board meeting.~~

Legal References:

Alaska Statutes

14.03.070 School age

14.17.500 Student count estimates

14.17.160 Student counting periods

A.S. 14.30.010 When Compulsory Attendance

A.S. 14.30.020 Violations

A.S. 14.30.030 Prevention and reduction of truancy

ALASKA ADMINISTRATIVE CODE

4 AAC 09.005-4 AAC 09.105 State aid

~~*Revised: January 24, 2012*~~

Adopted: July 25, 2006

Revised: January 24, 2012

Revised:

Northwest Arctic Borough School District

MEMORANDUM

TO: NWABSD Board of Education

DATE: August 26, 2025

NUMBER: **26-024**

FROM: Office of the Superintendent

SUBJECT: Approval of Final FY27 Six-Year Capital Improvement Plan

ABSTRACT

Department of Education and Early Development (DEED) School Construction Grant applications for FY 2027 are due September 1, 2025. Board approval of the Capital Improvement Plan (CIP) priorities is a requirement of the application process.

ISSUE

At issue is Board approval of the final FY27 Six-Year Capital Improvement Plan.

BACKGROUND AND/OR PERTINENT INFORMATION

Department of Education and Early Development (DEED) School Construction Grant applications or score reuse letters for FY 2027 are due by September 1, 2025, and Board approval of the Capital Improvement Plan (CIP) priorities is a requirement for submission. 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 or score reuse letters for the projects identified for the first year of the plan.

Approval is requested by the Regional School Board for approval of the final Six-Year CIP to be submitted with the score reuse letters. A preliminary list was provided and approved by the board in January 2025 on Memo 25-068. Two changes have been made to the list since that time. First, the Deering K-12 Replacement School project has been increased per DEED's allowable escalation rate of 4%. This increases the cost to approximately $60,500,000. Second, Buckland K-12 School Boiler Replacement project has been moved into spot #2 as a score reuse. This means no additional time was spent in preparing a grant application. The match for this project is approximately $76,540.00.

Attached is a proposed final FY 2027 – FY 2032 Six-Year CIP list that includes a description of the proposed projects, and their anticipated costs at this time.

ALTERNATIVES:

1. JMCC concurrence for Board approval of the final FY27 Six-Year Capital Improvement Plan, as presented.
2. JMCC revisions to the final FY27 Six-Year Capital Improvement Plan.
3. Take no action.

ADMINISTRATION'S RECOMMENDATION:

The administration recommends approval of the final FY27 Six-Year Capital Improvement Plan, as presented.

ATTACHMENTS

Attachment A: Proposed final FY 2027 Six-Year CIP

FY 27 SIX YEAR CIP AS RECOMMENDED BY JOINT MAINTENANCE AND CONSTRUCTION COMMITTEE

District Priority	Primary Purpose	Project Title & Description	SOA Aid	Estimated Project Cost
1	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**	$60,500,000
2	C	Buckland K-12 School Boiler Replacement – Replacement of Boilers and flues is the final phase of the Buckland HVAC Upgrade. District utilized Borough and Denali Commission funds to upgrade the outdated Buckland HVAC system and DDC controls in Phases I & II.	**X**	382,700

FY 2027 TOTAL
$60,882,700

	Primary Purpose	Project Title & Description	SOA Aid	Estimated Project Cost
		Projects not funded in FY 27 – It is anticipated resources will not be available to fund all requirements. They will take priority for FY 28.	**X**	Balance of FY 27 requests
3	C	Buckland K-12 School Exterior Envelope Renewal- replacement of roofing, doors and windows at the end of their useful life. Replacement of interior floor finishes. A small building addition may be warranted due to projected on-going student growth.	**X**	$15,000,000
4	C	June Nelson Elementary School Roof Replacement- Replacement of the failing roof, 21 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**	$4,000,000

FY 2028 TOTAL
$19,000,000 +

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 29.	X	Balance of FY 28 requests
5	C	Noorvik K-12 School Renewal and Roof Replacement - Renewal of Aqqulak Noorvik School to replace building components at the end of useful life, and replacement of roof which reached the end of its useful life in 2022.	☒	$12,500,000

FY 2029 TOTAL
$12,500,000 +

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
6	C	Kiana K-12 School Renewal – Renewal of Kiana K-12 School to replace building components at the end of useful life.	☒	$10,500,000

FY 2030 TOTAL
$10,500,000 +

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 31.	X	Balance of FY 30 requests
7	C	June Nelson Elementary School Renewal. Replacement of building components at the end of useful life. Project will also include replacement of flooring and special electrical systems in Kotzebue Middle High School.	3	$12,500,000

FY 2031 TOTAL
$12,500,000 +

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 32.	X	Balance of FY 31 requests
8	C	Ambler K-12 School Renewal – Renewal of Ambler K-12 School to replace building components at the end of useful life.	☒	$10,000,000
9	C	Shungnak K-12 School Renewal – Renewal of Shungnak K-12 School to replace building components at the end of useful life.	☒	$10,000,000

FY 2032 TOTAL
$20,000,000+

Adopted August 26, 2025, 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

TO: NWABSD Board of Education

DATE: August 26, 2025

NUMBER: **26-025**

FROM: Office of the Superintendent

SUBJECT: Acceptance of FY26 DEED Grant for Deering K-12 School Replacement – Gravel Harvesting and Stockpiling

ABSTRACT

Acceptance of the award of FY26 funding from the State of Alaska Department of Education and Early Development for Deering K-12 School Replacement by the School Board is required.

ISSUE

At issue is acceptance of funding and commitment of match for the site design and stockpiling of gravel for the Deering Replacement School and delegation of authority to the Superintendent for this work.

BACKGROUND AND/OR PERTINENT INFORMATION

In Summer 2024, District submitted an FY26 application for funding to the state for the school replacement project. While not included in the state fiscal budget, the state had a small amount of money they are providing for gravel harvesting and stockpiling on the future school site. Grant total is $1,666,667, local match not to exceed $333,333 for a total project of $2M. The school replacement project is approximately $60M, so this is a small, but important, first step. A budget that matches the grant agreement is attached.

The project Scope of Work is primarily focused on necessary site design and permitting work in preparation for gravel stockpiling in Summer ’26 or ’27. $190,000 in design work was approved in April ’25 under memo 25-125 utilizing general funding. $143,333 in additional general funds is needed to meet the local match requirements.

Pre-design work includes Cultural Resources impact evaluation, permitting, and surveying. Project needs to secure site control with NANA which requires various surveys, NANA Committee meetings, and Non-Objection letters from the Village and City of Deering, etc. Permits from both the Corp of Engineers and the Borough are needed. In addition, DEED does not pay for work off the school site such as utility extensions. Therefore, we need to do pre-design for these extensions in order to pursue other grants to fund this future work. Project will end with a stockpile of all needed gravel on the new school site. Future grants are needed to build out the gravel pad, utility extensions and the school itself.

Grant funding impetus is SOA DOT’s project to build a new airport, or emergency evacuation road. DOT is bidding their project in August, with their contractor expected to mobilize in spring 2026. DEED has anticipated the District to directly negotiate with the DOT contractor to procure the quantity of gravel needed and have it hauled and stockpiled on site. There was not enough funding to build out the gravel pad.

To move forward, the Superintendent requires Board approval to accept the grant award, the

additional match funding, and the delegation of authority to manage the project budget.

ALTERNATIVES

1. Accept the state grant funding of $1,666,667 and an additional local match not to exceed $143,333 for Deering K-12 School Replacement and delegation of authority to the Superintendent to manage the project budgets, as presented.

2. Do not accept the state grant funding of $1,666,667 and an additional local match not to exceed $143,333 for Deering K-12 School Replacement and delegation of authority to the Superintendent to manage the project budgets, as presented.

3. Take no final action.

ADMINISTRATION'S RECOMMENDATION

The administration recommends the Board accept the state FY26 grant funding of $1,666,667 and an additional local match not to exceed $143,333 for Deering K-12 School Replacement, and delegation of authority to the Superintendent to manage the project budgets, as presented.

ATTACHMENT

Deering K-12 School Replacement- Gravel Budget

Date Stamp: August 12, 2025

Deering K-12 School Replacement - Gravel Budget

Admin (District)	$0.00	
Site Investigation	$0.00	
Design	$190,000.00	Memo 25-125 April 2025
CM-In-house	$0.00	
Construction	$1,685,000.00	
FFE	$0.00	
Technology	$0.00	
Art	$0.00	
Contingency	$100,000.00	
Construction Mng Consult	$25,000.00	
	$2,000,000.00	

School Construction Grant	$1,666,667.00	FY26 DEED grant 26-006, Memo 26-025
TRANSFER FROM OTHER FUNDS	$333,333.00	Local share - Memo 26-025
Other Sources		
	$2,000,000.00	

Note: District does not have exact budget from DEED at this time, but we anticipate the budget to generally reflect the above preliminary budget.

MEMORANDUM

TO: NWABSD Board of Education Members

DATE: August 26, 2025

NUMBER: **26-026**

FROM: Office of the Superintendent

SUBJECT: Acceptance of DEED FY26 Funding Districtwide Fire System Replacement, 6 Sites

ABSTRACT

Acceptance of award of FY26 funding from the State of Alaska Department of Education and Early Development for Districtwide Fire System Replacement, 6 Sites by the School Board is required to advance the project.

ISSUE

At issue is acceptance of funding and commitment of match for the Districtwide Fire System Replacement, 6 Sites and delegation of authority to the Superintendent for this work.

BACKGROUND AND/OR PERTINENT INFORMATION

Alaska Department of Education and Early Development has awarded a grant to the District for the above noted project. Project includes the replacement of fire alarm panels at six schools. Shungnak will get a new fire alarm system and a new sprinkler system. Schools involved are Ambler, Buckland, June Nelson, KMHS, Noorvik, and Shungnak. Total project costs is $6,612,840.

Noorvik School's fire alarm system was replaced this past spring, so the physical work is complete. Funding wise, Noorvik is part of this grant. Borough committed $455,000 to replace Noorvik's system in August 2024. That funding counts toward the match for this grant.

In an attempt to secure the remaining local match, a grant application was submitted to Representative Nick Begich's office this spring for FY26 Congressional Directed Spending. The Representative has inserted the request into funding bills, but we will not know if funding passed until this fall. If funded, it will cover the vast majority of the remaining match.

Project will complete design and bid by early 2026. Construction will begin in Spring 2026 and will continue into Summer 2027.

To move forward, the Superintendent needs Board approval to accept the grant award, commitment of the additional match funding, and the delegation of authority to manage the project.

ALTERNATIVES

1. Accept the state grant funding of $5,290,272, commit an additional amount not to exceed $867,568 in local match for Districtwide Fire System Replacement, 6 Sites, and delegation of authority to the Superintendent to manage the project, as presented.

2. Do not accept the state grant funding of $5,290,272, commit an additional amount not to exceed $867,568 in local match for Districtwide Fire System Replacement, 6 Sites and delegation of authority to the Superintendent to manage the project, as presented.
3. Take no final action.

ADMINISTRATION'S RECOMMENDATION

The administration recommends the Board accept the state FY26 grant funding of $5,290,272, commit an additional amount not to exceed $867,568 in local match for Districtwide Fire System Replacement, 6 Sites, and delegation of authority to the Superintendent to manage the project, as presented.

ATTACHMENT

Districtwide Fire System Replacement, 6 Sites Budget

Date Stamp: August 12, 2025

Districtwide Fire System Replacement, 6 Sites	**Budget**
Admin (District)	$267,726.00
Site Investigation	$0.00
Design	$535,453.00
CM-In-house	$0.00
Construction	$5,354,526.00
FFE	$80,318.00
Technology	$0.00
Art	$0.00
Contingency	$267,726.00
Construction Mng Consult	$107,091.00
	$6,612,840.00

School Construction Grant	$5,290,272.00	FY26 DEED grant 26-005
BOROUGH-DIRECT APPROPRIAT	455,000	Borough Contribution Resolution 24-32, Board Funding Acceptance Memo 25-017
TRANSFER FROM OTHER FUNDS	$867,568.00	Local share - Memo 26-XXX
Other Sources	0	
	$6,612,840.00	

MEMORANDUM

TO: NWABSD Board of Education Members

DATE: August 26, 2025

NUMBER: **26-027**

FR: Office of the Superintendent

SUBJECT: Adoption of Resolution 26-001; Approval to Apply for AHFC Rural Professional Housing Grants for Buckland, Noatak, Kivalina

ABSTRACT:

The administration requests a resolution from the School Board supporting application for funding to renovate and modify teacher housing in Buckland, Noatak and Kivalina and committing funding for the District's share of required matching funds.

ISSUE:

AHFC has a program to fund teacher, health professional, and public safety housing in rural areas. A Board resolution authorizing the District to apply for funding is an application requirement.

BACKGROUND AND/OR PERTINENT INFORMATION:

The Alaska Housing Finance Corporation (AHFC) has a program available to encourage the development of housing for teachers, health professionals and public safety in rural areas. AHFC currently has approximately $7 million in available funding. Applications are due October 17, 2025 for funding consideration.

The AHFC program provides funding for new construction, renovation of buildings into housing and upgrade of existing housing, by school districts. The grants currently reimburse up to 85 percent of the total cost of the renovation projects with a limit of $700,000 in AHFC funding per application. There are additional points for creating or renovating multiple units at one time and energy efficiency upgrades.

The District has a need for renovation and addition work in three communities. Buckland has a 3-bedroom unit that needs energy efficiency upgrades and modernization in order to return to use by teachers. Noatak does not have a 3-bedroom unit but needs one to help retain a long-term teacher and to attract and retain future teachers with families. Kivalina does not have enough teacher housing units on the new campus. However, two modular classrooms are on site and can be converted to teacher housing. One building can become two, one-bedroom units, and the other building can become one unit with two bedrooms.

An application for $330k for this project was submitted to Senator Murkowski's office in Spring 2025 for Congressional Directed Spending (CDS) funds. On 7-29-25, the district was told the funds were included in an appropriations bill and secured. Funds will not be available until sometime next year. Because we do not have additional information at this time, the Board has not been asked to accept this funding. However, in order to apply for AHFC funding, we need a match commitment. Administration requests Board approve $330k in match to support the fall

AHFC application. When a formal grant agreement is provided for the $330k CDS money, assumed to happen in spring or summer 2026, Administration will request Board to accept the CDS money, thus replacing the District match. Essentially, the District's match is a bridge match until the CDS funds are accepted by the board.

An estimate of $1,025,000 has been created by Property Services and CIP Manager for the projects. AHFC's maximum grant is $700,000. The minimum match is 15% or $105,000. However, matches can come from grants such as the pending CDS funds through Senator Murkowski's office. By committing $330k in match, $1,030,000, assuming an AHFC grant award, will be available for this work.

The applications must include a letter of commitment for the local share of costs as recommended by the Board. The District match would be funded from capital reserves (or general funds) whichever are available for this purpose.

Applications also require Board resolutions supporting the applications for funding. The resolution must also name the person authorized to submit the application. The Administration recommends that Dena Strait, the District's Capital Projects Manager, be authorized to provide application information on behalf of the District.

ALTERNATIVES

1. Adopt Resolution 26-001 approving application to AHFC for funding for teacher housing renovations in Buckland, Noatak, and Kivalina; commit to a local share not to exceed $330,000; and authorize Dena Strait to provide application information on behalf of the Board, as presented.
2. Do not adopt Resolution 26-001 as presented;
3. Take no action.

ADMINISTRATION'S RECOMMENDATION

The administration recommends the Board adopt Resolution 26-001 approving application to AHFC for funding for teacher housing renovations in Buckland, Noatak, and Kivalina; commit to a local share not to exceed $330,000; and authorize Dena Strait to provide application information on behalf of the Board, as presented.

A RESOLUTION OF

Northwest Arctic Borough School District School Board

Resolution 26 - 001

A Resolution of the Northwest Arctic Borough School District supporting grant applications for teacher housing renovations in Buckland and Kivalina, and a bedroom addition in Noatak. Grant funds are available through the Alaska Housing Finance Corporation's SFY 26 Rural Professional Housing Grant Program.

WHEREAS, the Northwest Arctic Borough has successfully built teacher housing throughout the district utilizing these funds; and

WHEREAS, the three-bedroom unit in Buckland requires energy efficiency upgrades and modernization to transition back into use by our teachers; and

WHEREAS, Kivalina does not have enough teacher housing units at the new school site to accommodate all teachers; and

WHERAS, two modular classroom units are available at the new Kivalina school site and can be remodeled into two, one-bedrooms units and one, two-bedroom unit so that more teachers can be on the school campus; and

WHERAS, there are no three-bedroom units available in Noatak, and adding a bedroom to one unit will assist the district in retaining a long-term teacher, as well as attracting future teachers with families; and

WHEREAS, NWABSD's Property Services Department has in the past and continues to successfully build, renovate, and maintain teacher housing units throughout the district, utilizing funding in a cost-effective manner;

NOW THEREFORE BE IT RESOLVED: that the NWABSD School Board supports application to the Alaska Housing Finance Corporation's Rural Professional Housing Grant Program to renovate teacher housing in Buckland and Kivalina and add a bedroom to a Noatak duplex.

ADOPTED, August 26, 2025, at a duly convened meeting of the School Board at which a quorum was present and voting:

ATTEST:

_____

Margaret Hanson, NWABSD School Board President

MEMORANDUM

TO: NWABSD Board of Education Members

DATE: August 26, 2025

NUMBER: **26-028**

FROM: Office of the Superintendent

SUBJECT: Approval of Funding Request to the Northwest Arctic Borough for the Playground Replacement and Refurbishment Project

ABSTRACT

Approval by the School Board is required to request funding from the Northwest Arctic Borough for the Playground Replacement and Refurbishment Project.

ISSUE

At issue is approval to request funding from the Northwest Arctic Borough for the Playground Replacement and Refurbishment Project and delegation of authority to the Superintendent to manage the project.

BACKGROUND AND/OR PERTINENT INFORMATION

In Summer 2024, District's Capital Improvements Projects Manager was requested to do an analysis of the condition of the existing playgrounds across the district. The intent was to establish a baseline condition of each playground and determine funding requirements to replace and refurbish playgrounds as needed.

From this effort, playgrounds were divided into categories per level of need as noted below.

1. No work needed – Kivalina's playground is new, and Deering's will be replaced with the new school.
2. Swing set parts or other broken parts or pieces replaced only – Ambler, Kiana, and Shungnak
3. Replacement of broken equipment and parts of swing sets – Buckland, Kobuk, Selawik and Noatak.
4. Replacement of whole play structures, swing sets and adding Safety Surface – Noorvik, and JNES.

An estimate of $615,000 has been established for this work. Installing code compliant safety surfacing at three schools is roughly one third of the overall cost. Historically, local sources have been used to provide safety surfacing and have often not met the depth or material specifications needed to be code compliant. This was done due to the playground surface being covered by snow most of the year. The playgrounds are not only school playgrounds but are typically the only playground in the community. Installing code compliant safety surfacing is recommended when playgrounds receive major overhauls. For this project that would include Noorvik and JNES.

Grant funding from Northwest Arctic Borough has been discussed in past JMCC meetings and may be a funding opportunity. To move forward, the Superintendent requires Board approval to request funding from the Borough and delegation of authority to manage the project if funding is received.

ALTERNATIVES

1. Approve funding request to the Northwest Arctic Borough not to exceed $615,000 for the Playground Replacement and Refurbishment Project of playgrounds across the district and delegation of authority to the Superintendent to manage the project, as presented.

2. Do not approve funding request to the Northwest Arctic Borough not to exceed $615,000 for the Playground Replacement and Refurbishment Project of playgrounds across the district and delegation of authority to the Superintendent to manage the project, as presented.
3. Take no final action.

ADMINISTRATION'S RECOMMENDATION

The administration recommends approval of the funding request to the Northwest Arctic Borough for $615,000 for the Playground Replacement and Refurbishment Project of playgrounds across the district.

MEMORANDUM

TO: NWABSD Board of Education Members

DATE: August 26, 2025

NUMBER: **26-029**

FM: Office of the Superintendent

SUBJECT: Approval FY26 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 $135,000 to cover the cost of capital project management services for FY 2026.

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. Originally Ms. Strait's work was performed 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.

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 $135,000 and will cover all services in FY26. The amount includes both direct costs and reimbursable costs, such as travel, printing or postage, etc. as they arise. As a contractor instead of a district employee, DDSC does not receive District benefits.

Budgets for anticipated FY26 expenditures include:

Budgets for anticipated Project Management efforts		**Reimbursed by Grant if awarded?**	
Selawik & Noorvik Fire Alarm Project Management	$6,000	yes	
Davis-Ramoth K-12 School Renovation	$25,000	yes	
Buckland Phase II Project management	$7,000	yes	
AHFC Teacher Housing FY26 Grant applications	$10,000	yes	
Noatak Teacher Housing Project Management- Grant Reporting	$12,000	yes	
Districtwide DDC Project Management	$20,000	yes	
Districtwide Fire Alarm Project Management	$20,000	yes	
Deering – Managing design team, DEED funding, FY27 and FY28 (assumed) grant applications, Site work construction contract	$20,000	yes	
General Assistance as requested by the District, attendance at Board meetings, teacher housing and playground assessments, grant applications for future projects, etc.	$15,000	Not all, but most is paid back from grants if/when awarded	
	$135,000		

ALTERNATIVES:

1. Approve renewal of FY26 contract to DD Strait Consulting, LLC for capital project management services not to exceed $135,000 as presented.

2. Do not approve renewal of FY26 contract to DD Strait Consulting, LLC for capital project management services not to exceed $135,000 as presented.

3. Take no final action.

ADMINISTRATION'S RECOMMENDATION:

The administration recommends the Board approve renewal of capital projects management contract for FY26 to DD Strait Consulting, LLC in an amount not to exceed $135,000 as presented.

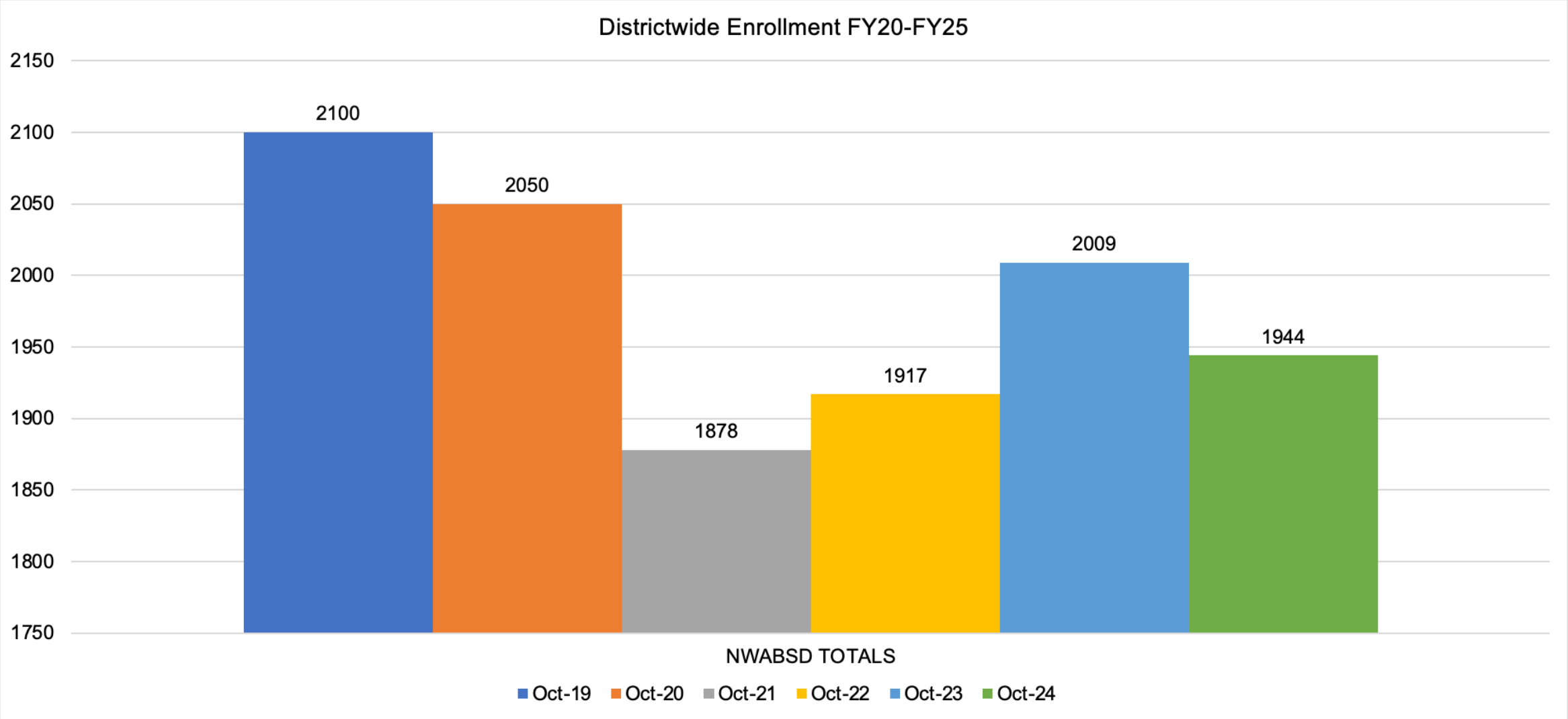
Enrollment, Attendance & OASIS

How Everything Plays a Role in State Funding

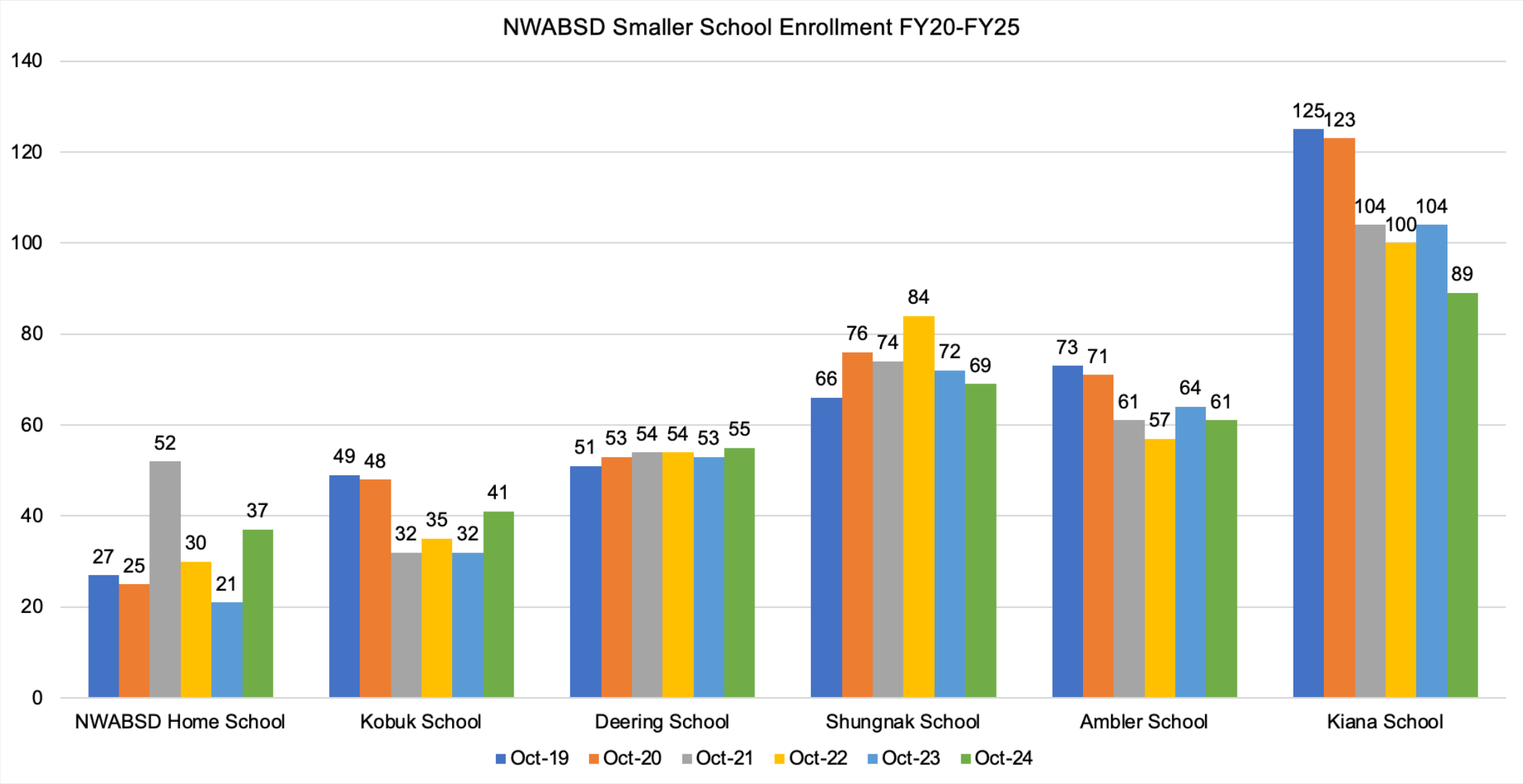
Agenda

1. Overall District Enrollment FY20-FY25
   a) Small School Enrollment FY20-FY25
   b) Medium School Enrollment FY20-FY25
   c) Large School Enrollment FY20-FY25
2. Absenteeism
3. Attendance Initiatives
4. Oasis
   a) What is OASIS?
5. Full-Time Equivalent (FTE)
6. Adjusted Average Daily Membership (AADM)

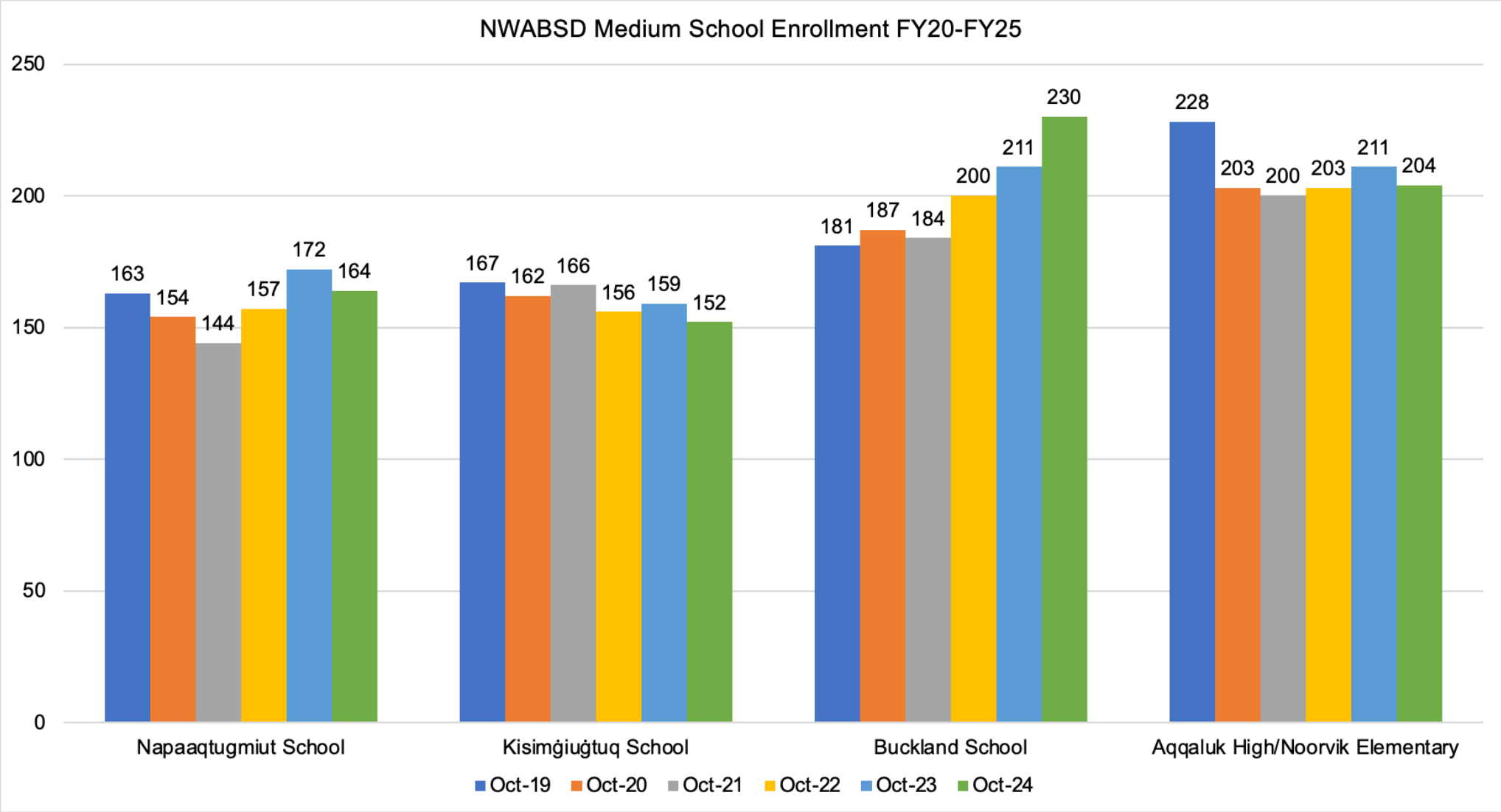
Enrollment FY20-25



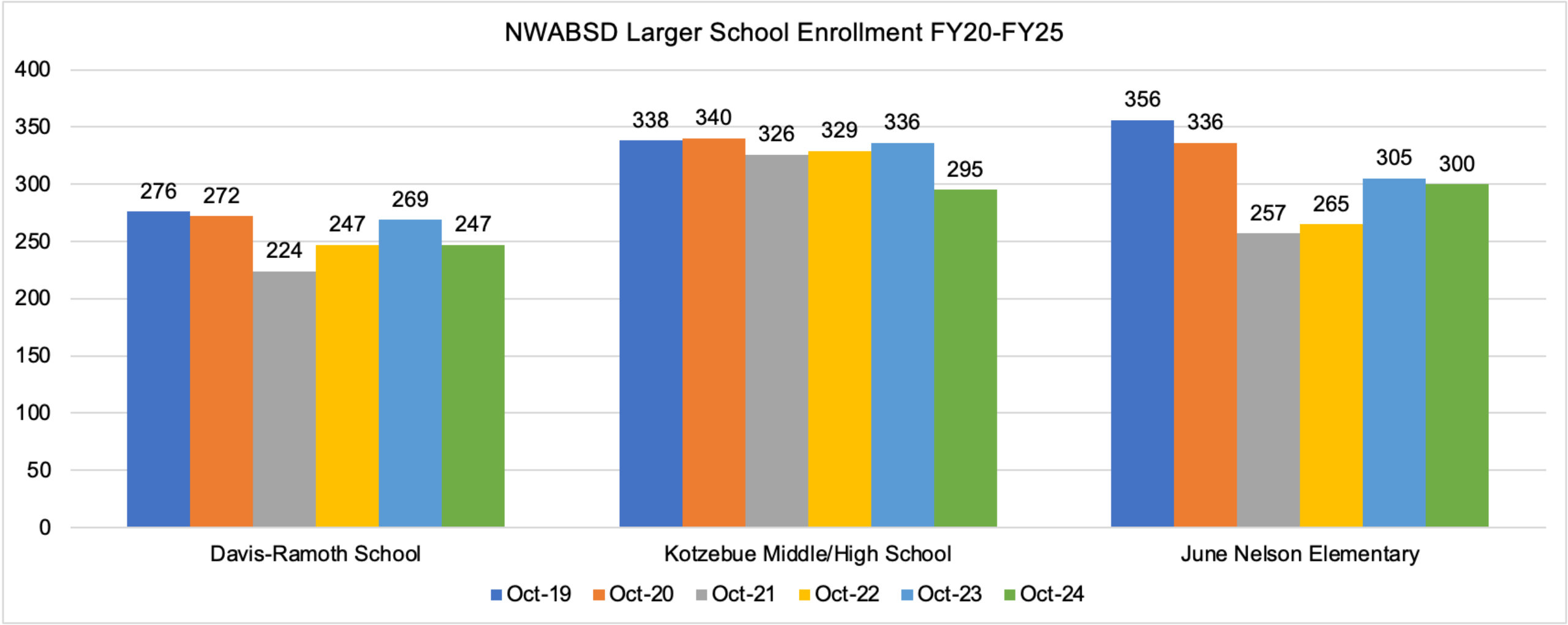
Small School Enrollment



Medium School Enrollment



Large School Enrollment



K-12 Attendance FY25

Categories	Percent Attendance	Days Absent
Regular Attendance	95%-100%	8.6 Days or Less
At-Risk Attendance	90%-94.9%	17.2 - 8.7 Days
Chronic Absence	80%-89.9%	34.4 - 17.3 Days
Severe Chronic Absence	80% and below	36.12 Days or more

As of JAN 2025 for the 2024-2025 School Year:

1. 31% of students with chronic absences
2. 44% of 12th grade with chronic absences
3. 615 of 1940 students missed at least 9 days of school

Ambler School	81.37%
Buckland School	85.29%
Deering School	84.74%
Kiana School	75.52%
Kisimgiugtuq School	60.06%
Kobuk School	90.72%
June Nelson Elementary	83.73%
Kotzebue Middle/High School	80.56%
Napaaqtugmiut School	78.63%
Aqqaluk High/Noorvik Elementary	80.29%
Davis-Ramoth School	76.90%
Shungnak School	78.14%
District	79.56%

Absenteeism Survey AUG 2025

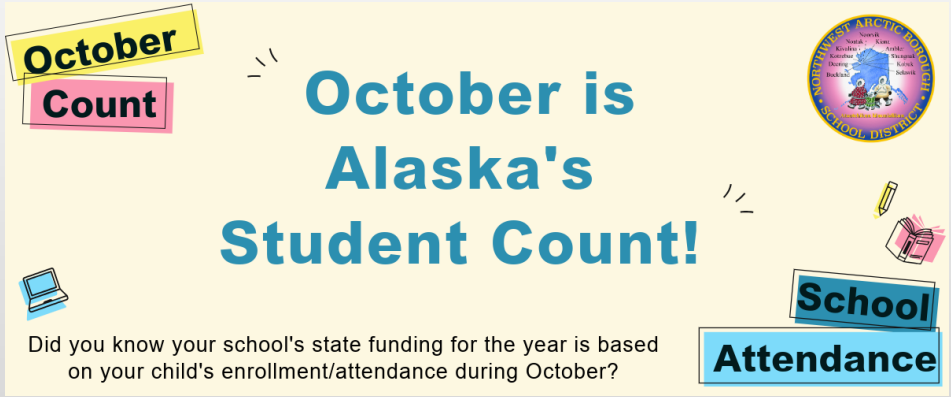
456 student responses

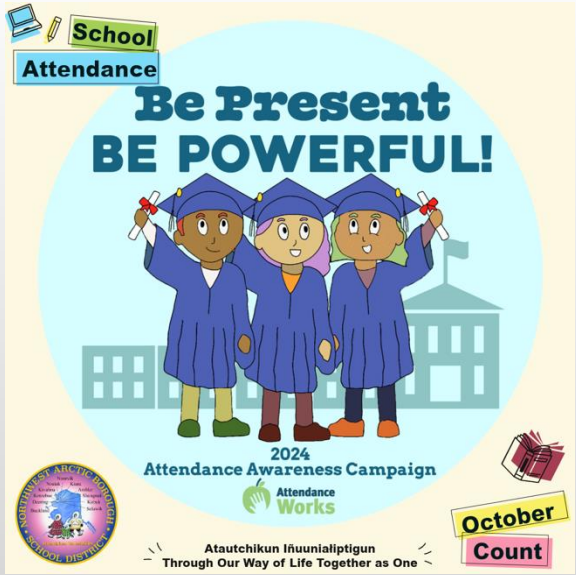
• Minor Illness	37% of respondents
• Appointment	30% of respondents
• Spending time with Parent	30% of respondents
• Too Cold to walk	26% of respondents
• Taking Care of siblings	22% of respondents
• School sports activities	22% of respondents

Attendance Initiatives

What was done:

1. Implement class and school Initiatives to reduce absenteeism
2. The Attendance Incentive Program was to encourage parents
3. Facebook and KOTZ Radio Station PSA's





What is OASIS?

- **Online Alaska School Information System**
  - Operated by the Office of Assessments and Student Information in the Division of Teaching and Learning Support.
  - The responsibilities of this office include the collection, analysis, and publication of student and education information.
- The Fall OASIS (aka 20-day Count or October Count) determines District state funding.
- Districts report the students that they have enrolled and how many days they were enrolled.

Full-Time Equivalent (FTE)

How is FTE (full-time equivalent) enrollment defined for Elementary & Secondary?

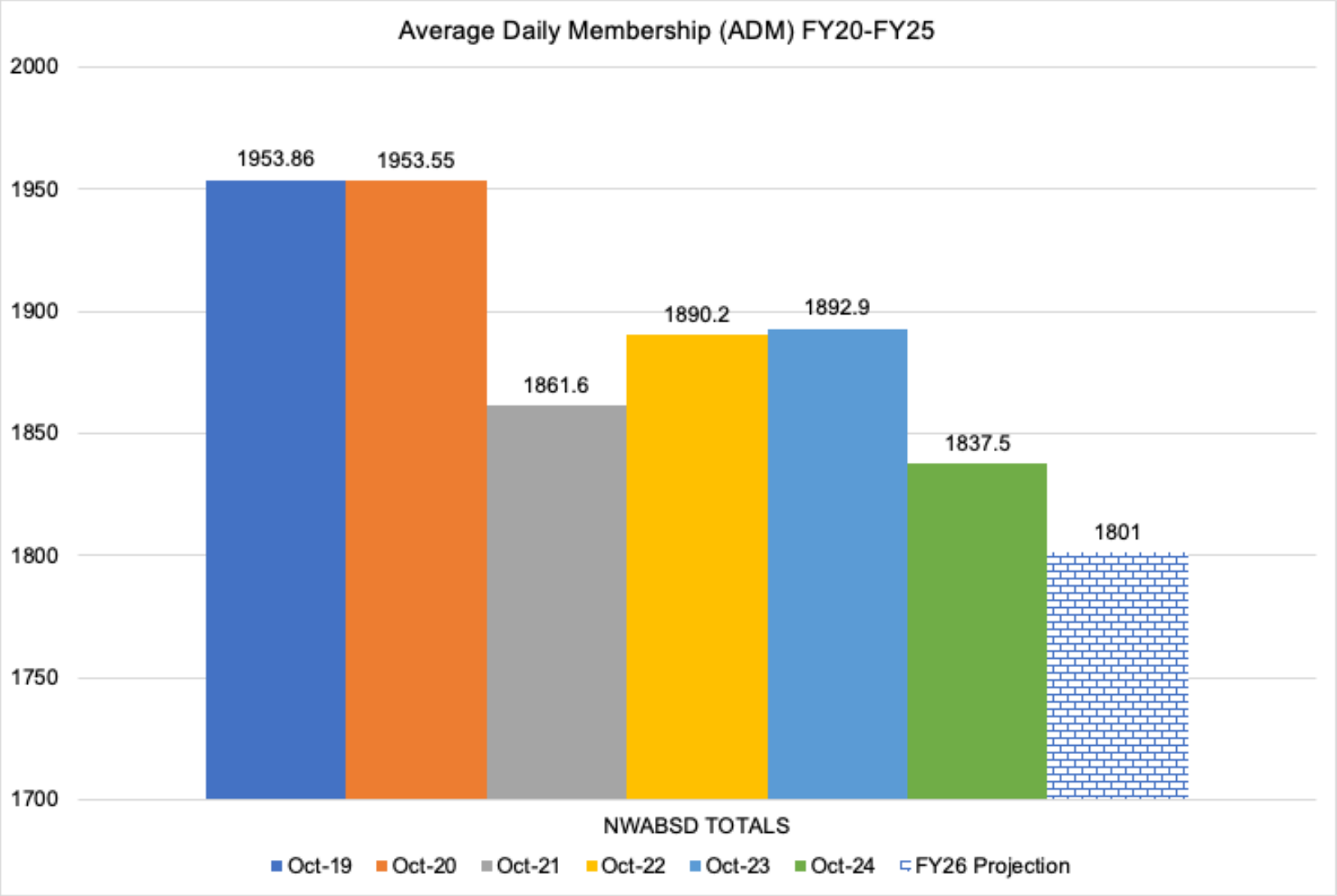
Elementary (Grades KG-6

FTE	Description	Defined
1.00	(full-time)	4 contact hours or more in a day
0.75	(3/4 time)	3 hours or more, but less than 4 hours in a day
0.50	(1/2 time)	2 hours or more, but less than 3 hours in a day
0.25	(1/4 time)	Less than 2 hours per day

Secondary (Grades 7-12) per Semester (due to spring reconciliation)

FTE	Description	Defined
1.00	(full-time)	4 Courses
0.75	(3/4 time)	3 Courses
0.50	(1/2 time)	2 Courses
0.25	(1/4 time)	1 Course

Average Daily Membership(ADM)



The average daily membership (ADM) is the number of students enrolled (FTE) in our schools, averaged over the 20 days in October.

Definitions

1. **Enrollment**
   - How many students PK-12 are enrolled in the district.
2. **Full-time Equivalent (FTE)**
   - Enrollment reconciled by the hours students attend and student course enrollments; does not generally include PK
3. **Average Daily Membership (ADM)**
   - This is the basic number of students enrolled (FTE) in a school or district, averaged over the specific 20 days in October.
4. **Adjusted Average Daily Membership (AADM)**
   - ADM adjusted by school size, District cost factor, special/intensive needs, correspondence and CTE; meant to provide a better understanding of a Districts funding needs
5. **Base Student Allocation (BSA)**
   - The AADM multiplied by the BSA, a per-student dollar amount set by the state ($6,600 for FY26), to determine the "basic need" for a school or district.

AADM & Foundation Funding Formula

Foundation Funding Formula

The current state public school funding formula was adopted under Senate Bill 36 in 1998 and implemented in 1999.

The public-school funding formula is defined in Alaska Statute 14.17, State Aid to Public Schools.

District Adjusted Average Daily Membership (AADM)

Step 1. Adjust: ADM for School Size
Step 2. Apply: District Cost Factor
Step 3. Apply: Special Needs Factor
Step 4. Apply: Vocational & Technical Funding
Step 5. Add: Intensive Services Count
Step 6. Add: Correspondence Student Counts
= District Adjusted (AADM)

AADM x $6,600(FY26 BSA) = NWABSD Funding

District Funding

Enrollment

- How many students PK-12 are enrolled in the district.

Full-time Equivalent (FTE)

- Enrollment reconciled by the hours students attend and student course enrollments; does not generally include PK

Average Daily Membership (ADM)

- This is the basic number of students enrolled (FTE) in a school or district, averaged over the specific 20 days in October.

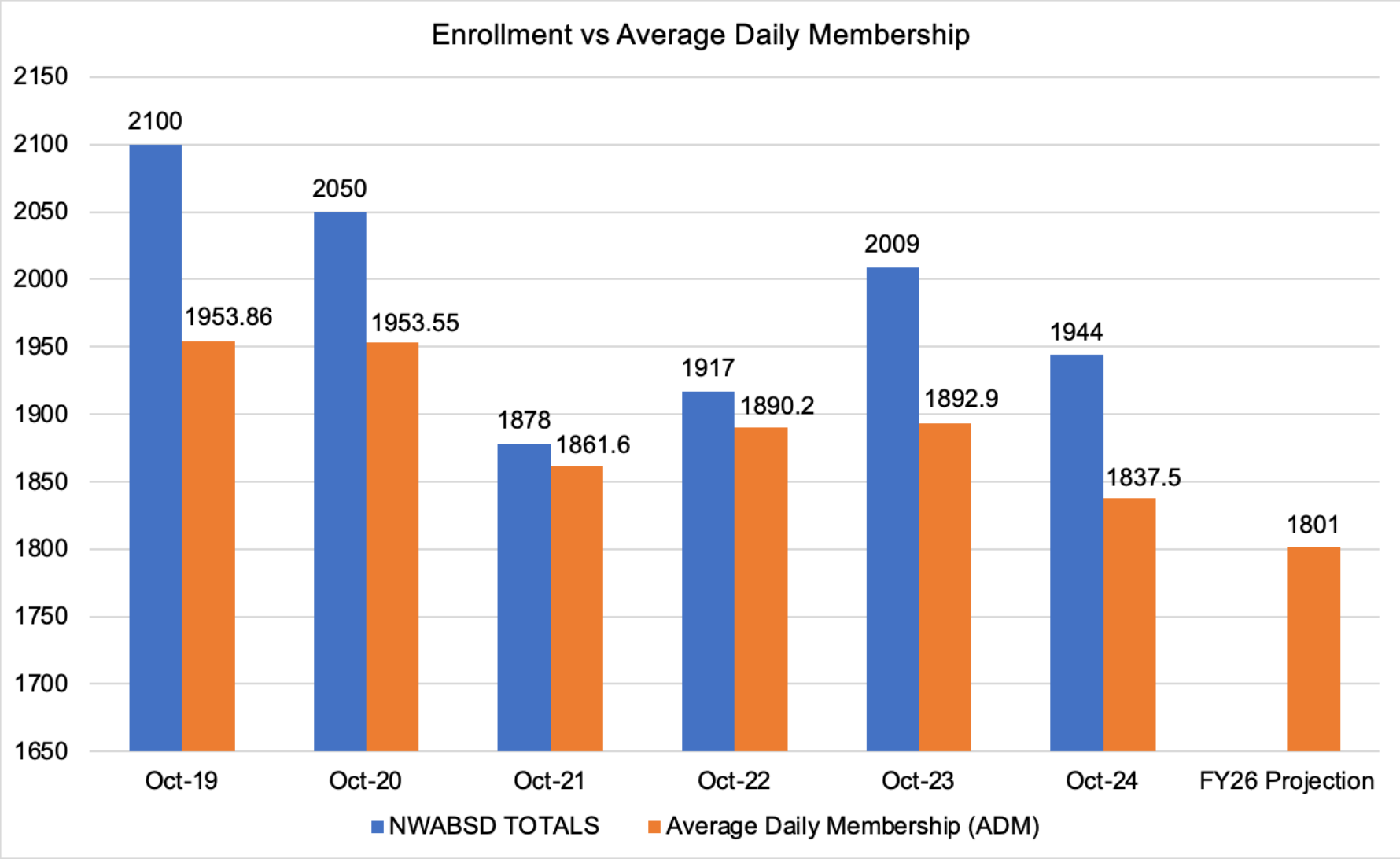
Adjusted Average Daily Membership (AADM)

- ADM adjusted by school size, District cost factor, special/intensive needs, correspondence and CTE; meant to provide a better understanding of a Districts funding needs

Base Student Allocation (BSA)

- The AADM multiplied by the BSA, a per-student dollar amount set by the state ($6,600 for FY26), to determine the "basic need" for a school or district.

Enrollment vs ADM



Why is the ADM lower than enrollment?

1. Not all 7-12 students are enrolled in 4 courses per semester.
2. Some students are Pre-K and do not count towards FTE.
3. Some students are Homeschool (correspondence).

Introduction

Northwest Arctic Leadership Team (NWALT), a partnership among Maniilaq Association, NANA Regional Corporation, the Northwest Arctic Borough and the Northwest Arctic Borough School District, will maximize resources and reduce duplication of efforts to address issues affecting the people of Northwest Alaska, while honoring and perpetuating Iñupiat cultural heritage.

This Strategic Plan provides a tool for NWALT partners to share, support and collaborate on regional activities through an annual work plan process. The plan provides a shared set of enduring long-range priorities that serve as the framework for shared short-term agenda-setting for NWALT members each calendar year. Through NWALT's tagline, "Changing the lives of our people through the spirit of cooperation," this plan reflects the collaborative input from NWALT members and acknowledges the important work already underway. This plan outlines focus areas, priorities, and strategies that NWALT partners can support through collaboration so that Northwest Arctic communities can thrive.

NWALT Focus Areas

Over 20 years ago, NWALT identified five areas to focus regional planning, collaboration, and advocacy efforts on. These are called the critical focus areas.

Iñupiaq Language and Culture – The foundation for all our work, and is how we celebrate for our past, present and future.

Education & Workforce Development - Educating young people in our region results in healthy and sustainable communities.

Economic Development - Northwest Alaska's economy can grow and thrive through local and regional partnerships.

Infrastructure & Vital Services - Community infrastructure and vital services are basic needs that must be prioritized.

Healthy Communities and Wellness - Wellness and access to healthcare are aligned with traditional practices and supported through infrastructure and evidence-based practices.

Who is NWALT?

Insert map or images depicting people, region, lands, etc.

How was the plan developed?

Strategic planning began with a two-day convening of representatives from every community in the region in September 2024. At this meeting, leadership and key staff of the NWALT organizations met together in Kotzebue, Alaska. The meeting's theme, *Uvagulli Qiñikkaqput, Uvagulli Itqanaigasraġigikput – Our Vision, Our Responsibility*, set the tone for fostering inter-organizational relationship-building, collaboration, and information sharing. The event also reinforced collective ownership and accountability for shaping the future of the Northwest Arctic region.

Discussions during the meeting focused on NWALT's five key focus areas. These focus areas define the scope of NWALT's work, and therefore the scope of a regional strategy plan.

Timeline graphic to include:

- September 2024 Quad Board Meeting
  - Informed by participant-wide survey about priorities
  - 2024 Quad Board Meeting Recap
- Winter 2025 – Quad Board Survey Existing Activities by Focus Area
  - Plan development incorporates 1) Existing activities and 2) Quad Board input
- Summer 2025 – Plan Document Completed
- December 2025 – Year One Work Plan
- January 2025 – Implementation Begins

NWALT STRATEGIC PLAN

Focus Area 1

Iñupiaq Language & Culture

Iñupiaq Language and Culture is a foundation for all our work, and is how we celebrate for our past, present and future. Position post for a director for the Iñupiaq language and make the program its own department.

NWALT's shared belief in the importance of teaching, learning, and sharing traditional Iñupiaq language and culture is a foundation of regional strength and cooperation. Together, with the support and guidance of Elders, language-speakers, and culture-bearers, the language, culture and people can thrive.

Priorities:

1.1 Promote language revitalization, immersion and curriculum development

- *Ensure programs and course offerings emphasize Iñupiat language learning.*

Objective 2: Immersion School Program **NWABSD will begin an immersion school program starting with PreK level and moving to Kindergarten, 1st, and 2nd grade progressively throu**		
Objective Lead: Superintendent		
Strategies and Actions	**Key Indicators/Metric**	**Completion Date/Timeline**
1.2.1 Assist Iñupiaq Instructors to obtain their certification through the state of Alaska	1. Determine NWABSD Eligibility for Alternative Certification Options 2. Identify Coursework and Professional Development. 3. Develop ongoing support, onboarding, and checkpoints for teacher progress. 4. Identify local partnerships to support local context and culturally responsive professional development. 5. Align our system with UA system for cosponsored courses and alternative path consisting of CEUs (budget item).	System Developed: Spring 2025
1.2.2 Train our Iñupiaq Instructors fluently into immersion methods of teaching Iñupiaq	1. Identify the path for obtaining fluency a. Develop a roadmap for fluency progression. b. Identify screener/assessment for each level.	System Developed: Spring 2025
1.2.3 Provide ongoing professional development for the Iñupiaq Instructors.	1. Build a plan and timeline for professional development.	Ongoing
Objective 3: Cultural Science Curriculum **NWABSD will create a cultural place-based science curriculum using the traditional Native Ways of Knowing and Learning.**		
Objective Lead: Superintendent		
Strategies and Actions	**Key Indicators/Metric**	**Completion Date**
1.3.1 Develop lessons and activities that align with local traditions and practices utilizing natural resources to make the science curriculum more relevant and relatable for all students.	1. Completion of a curriculum map that identifies specific points in the science curriculum where local traditions can be incorporated, with consultation from Elders or cultural leaders. 2. A minimum of 3 hands-on, project-based activities per semester that engage students with the natural environment (e.g., water quality testing of local rivers, plant identification, or studying local wildlife migration patterns). 3. At least 2 community-based science projects per year that involve students working alongside community members (e.g., collaborative projects with hunters, gatherers, or local environmental experts).	In Progress
1.3.2 Incorporate the Iñupiaq language into the curriculum, promoting language preservation and encouraging students to learn and communicate these concepts in their native tongue.	1. Develop and use vocabulary lists, with both English and Iñupiaq terms, for key science concepts. 2. Work with local Iñupiaq language experts or Elders to integrate traditional stories, phrases, or terminology into science lessons, ensuring students hear and practice Iñupiaq in a real-world context.	In Progress
1.3.3 Design hands-on, experiential learning opportunities that connect students with the local environment and traditional practices.	1. Collaborate with local experts, such as hunters, gatherers, or Elders, to guide students in traditional practices while integrating relevant scientific principles like ecology or sustainability. 2. Plan field trips or outdoor lessons where students can observe and interact with the local environment.	In Progress
1.3.4 Establish community partnerships with local organizations and tribal councils to support the development and implementation of the curriculum and ensure ongoing cultural relevance.	1. Form a network with local organizations, tribal councils, and community leaders to regularly consult curriculum development, ensuring cultural relevance and alignment with community values and traditions. 2. Meet with Iñupiaq Ilisautri and science teachers twice a year to co-develop and review curriculum, ensuring the integration of traditional knowledge, practices, and cultural relevance.	In Progress

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1.3.5 Involve local elders as educators and mentors, recognizing their invaluable role in passing down traditional knowledge.	1. Present the curriculum to the Elders' Council twice a year for feedback and to strengthen local partnerships, ensuring accuracy.	In Progress
1.3.6 Empower students to explore and share their own traditional knowledge within the curriculum, creating a learning environment where both the teacher and students contribute to the learning.	1. Organize an annual "Local Science Showcase" where students present projects that reflect their learning on local traditions, natural resources, and scientific principles, with community members invited to participate. 2. Create opportunities for students to share personal or family stories that connect with the lesson topics, integrating traditional knowledge into classroom discussions and allowing students to take an active role in contributing to curriculum development.	In Progress

- *Implement live Iñupiaq interpreter services for meetings, informal settings, and events.*

1.2 Cultural advancement by instilling knowledge of cultural skills and community involvement

- *Cultivate a culture of continuous learning and growth in cultural competence.*
- *Build leadership capacity in each community in the areas of subsistence management and cultural activities.*
- *Promote cultural competency and cross-cultural understanding through active community engagement initiatives.*
- *Pass down traditional knowledge to youth by teaching respect for nature, conservation through tradition, and adapting to change over time.*

Objective 1: Community School Connections **NWABSD will work with each site to establish a Tribal/Community Partnership Plan to provide relevant learning opportunities and support. S improvement data and ongoing adjustments for continuous improvement.**		
Objective Lead: Superintendent		
Strategies and Actions	**Key Indicators/Metric**	**Completion Date/Timeline**
1.1.1 Partner with stake holders to strengthen Immersion Inupiaq curriculum through language and culture programs that include goals and actions.	Schools will support the plan with improvement data and ongoing adjustments for continuous improvement. Sign agreements with stakeholders that include goals and actions.	Submit data every quarter Beginning 2nd semester January 2024
1.1.2 Connect Curriculum with Cultural Ways and Science Knowledge in a local setting.	1. Documentation of partnerships between the school and community. 2. Knowledge bearers in the classroom	Quarter 1,2,3,4
1.1.3 Inform all stake holders about the progress of school/community connections	Provide progress report.	Bi-annually in October and March

1.3 Protect subsistence resources and promote food security

- *Ensure the continued vitality of Iñupiaq language and culture by safeguarding ancestral subsistence resources.*
- *Advocate for local and regional food security.*

- *Build leadership capacity in each community in the areas of subsistence management and cultural activities.*
- *Promote ongoing engagement and monitoring of subsistence activities and regulatory agency policies.*
- *Complete subsistence mapping activities.*
- *Address the impacts of Arctic climate change on communities, subsistence ways of life and wellbeing.*

Focus Area 2

Education & Workforce Development

Education & Workforce Development - Educating young people in our region results in healthy and sustainable communities.

Educating young people is an investment in the Northwest Arctic region's future. Aligning, improving and increasing access to educational opportunities prepares youth for employment and future leadership opportunities. This also reduces local reliance on out-of-region support and services. NWALT is dedicated to serving community members and developing a well-educated and trained workforce that is culturally aligned while meeting the human resource needs of this region.

Priorities:

2.1 Align training in life skills and trades with cultural values

- *Grounded in cultural values, promote positive and healthy choices, and develop effective coping strategies for use in life and the workforce.*

Objective 1: Community School Connections **NWABSD will work with each site to establish a Tribal/Community Partnership Plan to provide relevant learning opportunities and support. S** **improvement data and ongoing adjustments for continuous improvement.**		
Objective Lead: Superintendent		
Strategies and Actions	**Key Indicators/Metric**	**Completion Date/Timeline**
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1.1.3 Inform all stake holders about the progress of school/community connections	Provide progress report.	Bi-annually in October and March

- *Develop training programs, including welding training, culinary art training, and NMS Security training.*

Objective 2: Regional Workforce Development **NWABSD will develop a plan for ATC to grow alignment between offerings and regional workforce needs.**			
Objective Lead: Director of the Alaska Technical Center			
Strategies and Actions	**Key Indicators/Metrics**	**Completion Date/Timeline**	**Pr**
5.2.1 Identify regional workforce needs	Complete a Comprehensive Needs Assessment for Regional Workforce Development	Survey sent Out to Stakeholders and Data being collected August 2025	75
5.2.2 Map Regional workforce needs assessments	Identify common industry trainings Identify skillsets alignment	October 2025	25
5.2.3 Draft regional workforce map	Develop training schedule5	April 2026	10
5.2.4 Validate regional workforce map with employers	Regional workforce feedback and revisions	December 2027	0%

- *Provide workshops within each community.*
- *Honor local subsistence seasons in developing training and workforce.*
- *Support culturally relevant recommendations in the Northwest Arctic Borough Comprehensive Economic Development Strategy. Will follow up comments on the draft sent by the Borough*

2.2 Support workforce development through centralized data repository and workflow engine

- *Aggregate data from various resources, including resident inputs, education and training data, employment opportunities, educational resources, and social service support programs.*
- *Better understand barriers to workforce development, identify pathways to employment, and develop training opportunities to meet the needs of the residents.*

2.3 Encourage training and education alignment with jobs forecast

- *Increase awareness of regional job opportunities and the training pathways necessary to achieve them.*
- *Provide students with the necessary academic skills to prepare them for the workforce.*
- *Develop internship opportunities, situating students' coursework in the real-world setting of work in their community and providing a powerful recruitment opportunity for employers.*

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Objective Lead: Director of the Alaska Technical Center			
Strategies and Actions	**Key Indicators/Metrics**	**Completion Date/Timeline**	**Pr**
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5.2.3 Draft regional workforce map	Develop training schedule5	April 2026	10
5.2.4 Validate regional workforce map with employers	Regional workforce feedback and revisions	December 2027	0%

Focus Area 3

Economic Development

Economic Development - Northwest Alaska's economy is stable and can grow and thrive through local and regional partnerships.

Economic development in the region aims to strengthen regional growth by supporting community self-sufficiency and sustainability. This includes identifying opportunities for regional support and maximizing existing resources while pursuing new development opportunities, promoting entrepreneurship through job training and education, and reducing fuel and energy costs.

Priorities:

3.1 Provide regional support to assist with community infrastructure, economic development, and sustainability activities

- *Provide and advocate for monetary support through local and regional grant programs.*

Objective 1: High School and Post Secondary Vocational Track Mapping **NWABSD staff will align curriculum to support the growth of students throughout their education to be prepared for employable roles within**			
Objective Lead: Director of the Alaska Technical Center and Director of Curriculum and Instruction			
Strategies and Actions	**Key Indicators/Metric**	**Completion Date/Timeline**	**Pr**
5.1.1 Develop overarching plan for complete alignment	Have a timeline and review cycle. FY25- Completed Perkins 4 Year Plan	August 2025	10
5.1.2 Design procedure and template for pillar alignment.	Implement pillar template	March 2025	50
5.1.3 Assess current CTE Alignments	Organize and identify current CTE courses and Career Technical Education Pathways. Identify deficiencies in pathways and course offerings.	August 2025	30
5.1.4 Identify best practices for CTE alignment for NWABSD students.	Review national CTE curricula standards and alignments Compare and examine other CTE institutions pathways with NWABSD pathways	December 2025	30

5.1.5 Develop aligned pillars for High School and Adults	❑ Education ❑ Culinary Arts ❑ Construction Trades ❑ Certified Nursing Assistant (CNA) ❑ Business ❑ Process Technology	December 2027	0%

- *Support the expansion of childcare options to make it easier for parents to participate in the workforce.*

Partnership with regional entities to begin a pilot daycare program in Kotzebue. School district will provide the facility and the workers will get trained and receive certification through ATC.

3.2 Maximize current resources while expanding future resource development

- *Pursue economic and community growth while protecting subsistence as a key economic activity.*
- *Promote and support existing sources of jobs, income, and economic development.*
- *Explore options for expanding mining and developing new ore deposits to extend economic stability beyond the life of Red Dog Mine.*

3.3 Promote entrepreneurship and self-sufficiency by building job pathways into training experience

- *Create additional trainings specific to the region's high-demand jobs.*
- *Build on skills needed to prepare for employment, vocational training, or postsecondary education, preparing residents for jobs in this region.*
- *Provide assistance to families, help pay for trainings related to gaining employment.*
- *Focus efforts early by identifying youth opportunities.*

Objective 2: Regional Workforce Development **NWABSD will develop a plan for ATC to grow alignment between offerings and regional workforce needs.**			
Objective Lead: Director of the Alaska Technical Center			
Strategies and Actions	**Key Indicators/Metrics**	**Completion Date/Timeline**	**Pr**
5.2.1 Identify regional workforce needs	Complete a Comprehensive Needs Assessment for Regional Workforce Development	Survey sent Out to Stakeholders and Data being collected August 2025	75
5.2.2 Map Regional workforce needs assessments	Identify common industry trainings Identify skillsets alignment	October 2025	25
5.2.3 Draft regional workforce map	Develop training schedule5	April 2026	10
5.2.4 Validate regional workforce map with employers	Regional workforce feedback and revisions	December 2027	0%
5.2.5 Develop a consortium to focus on training and workforce development. Scholarship application for the whole region	Region wide scholarship application	May 2026	5%

3.4 Reduce Fuel and Energy Costs

- *Establish Bulk Fuel Purchase Loan Program, promoting a lower cost of fuel sold at the pump for each village.*
- *Reduce the cost of energy and reliance on expensive diesel fuel through installation of alternative energy and home heat pumps.*

Focus Area 4

Infrastructure & Vital Services

Infrastructure & Vital Services - Community infrastructure and vital services are basic needs that must be prioritized.

The Northwest Arctic region's infrastructure and vital services must be prioritized. Broadband, housing and essential services are critical to the economic stability, public safety and quality of life in this region. Aging systems pose health and safety risks, especially in remote villages. Limited broadband access restricts communication, healthcare, education and market participation. A severe housing shortage results in outmigration of the region's youth, causes workforce retention challenges and overall community resilience.

Priorities:

4.1 Establish reliable, affordable, high-speed phone and internet connections

- *Build out Broadband infrastructure to provide true, reliable, high-speed internet to the residents in regional communities.*

4.2 Ensure communities have adequate supporting infrastructure and operational sustainability for maintenance and repair.

- *Secure funding and cost share opportunities to repair and/or replace aging infrastructure including water and sewer, solid waste, energy, transportation and health facilities.*

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- *Building office buildings in each village to provide safe workspace for employees, for residents to access resources, and for training/meeting space for the community.*
- *Address concerns unique to coastal communities, such as erosion, barge accessibility, and runway operation.*

4.3 Address the lack of available and affordable housing in the region

- *Develop a housing plan for each community, to include resources available to each respectively.*
- *Prioritize joint planning efforts with commitment from each organization to contribute and share in the planning efforts.*
- *Seek funding opportunities to develop housing and infrastructure activities to support housing development.*
- *Train residents for the skills needed to build the homes such as carpenters, plumbers, electricians and to find grant funds or apply for housing loan.*
- *Meet the identified need for more housing for health professionals, public safety and teachers.*

4.4. Support efforts to promote availability of affordable childcare

- *Find spaces within local organizations that can support childcare, and training for childcare providers. In Partnership with other local organizations, working on a plan to open a child care center utilizing the Kotzebue school building. The staff would be trained by the Alaska Technical Center (ATC) to receive certification in early child care. Have people from the villages come in to Kotzebue to get their child care license through the ATC so they can then go back and start this program in their community.*
- *Promote community collaboration and exploration groups, including Kotzebue Community Childcare working group.*
- *Enhance and coordinate programs such as Workforce Innovation Act, Maniilaq 477 program (childcare assistance), technical assistance opportunities for 105 leasing, and other opportunities to support expanded childcare options.*

4.5. Decrease regional high energy costs

- *Address aging basic energy infrastructure, replace bulk fuel systems and upgrade rural power system.*
- *Invest in renewable energy to reduce reliance on imported fuels.*

Focus Area 5

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Healthy Communities & Wellness

Healthy Communities and Wellness – Wellness and access to healthcare are aligned with traditional practices and supported through infrastructure and evidence-based practices.

Local access to healthcare that integrates traditional practices results in prevention. Well-being includes physical, mental, emotional, spiritual, and relational health. Subsistence practices promote resilience, nutrition, intergenerational knowledge, and physical activity. All of this is strengthened when providers are trained locally and have this understanding. Measures to improve access to healthcare services while protecting subsistence are crucial to health and wellness in the Northwest Arctic region.

Priorities:

5.1 Embed Iñupiaq values and traditions into wellness programs

- *Promote holistic wellness by integrating cultural values into healthcare, mental health and education.*
- *Emphasize the importance of youth actively practicing and embracing cultural traditions while simultaneously developing skills necessary to thrive in an increasingly technological world.*
- *Integrate the protection of lands and subsistence into health and wellness*
- *Incorporate subsistence way of life into all aspects of health and wellness in the region.*
- *Protect, preserve and advocate for community resilience*

5.2 Ensure that residents are safe and have access to sustainable healthcare services

- *Improve local access to high-quality healthcare services.*
- *Develop long-term sustainability for health and social services including mental health and substance use treatment.*

Objective 1: Sustainable Counseling Program **NWABSD staff will develop the program with an implementation plan leading to an operationalized program to include documentation of cou**	
Objective Lead: Director of Student Services	
Strategies and Actions	**Key Indicators/Metric**
4.1.1 Obtain Grant to receive full funding -Our Youth Positive Vision for Future by 2027	Obtain a grant for to support the training and practice of school counseling in NWABSD
4.1.2 Define all potential partnerships for counseling programs	March 2024: Maniilaq and Compassionate Counseling partnerships Sept. 2024: Initiated Behavior Health cooperation/meetings to facilitate counseling services. Release of information for shared programming. June 2025: 2025: Compassionate counseling MOA for fy 26 completed and paid for through counselor grant.

	Laptops purchased with grant monies for Maniilaq Partnership/Behavioral Health in Schools. Currently ~45 students being served via duel school/Maniilaq partnership. August 2025: fy26 school year start up beginning with Manillaq continuation or care with current students. Monthly care meetings set up with school district liaisons and staff.
4.1.3 Establish harm-to-self follow-up protocols, training and tracking data/procedures	Harm to Self or Others protocol or others established and yearly training with principals and counselors. To be completed yearly: 22-23 = yes completed 23-24= yes completed 24-25= yes, completed 25-26= yes completed in-service (principals and counselors) 26-27
4.1.4 Obtain funding for continuation of Programming after funding -Our Youth Positive Vision for Future no longer available.	Grant or general fundings. Sept. 2024: Initiated conversation with Grants regarding timing on potential new grants: Spring 2025: Initial discussions on what use of general funds for counseling services could be worked into site funding. Possible funding options: • Could include counselors as part of the student teacher ratio. • Or Counselor vs. Assistant principal at larger sites. • Or could use Title I and/or IV grant funds and/or Mig. ed funds can be used too. OYOF grand continues for 2.5 more years. No changes have been announced. Spring 2026 Spring 2027

- *Grow healthcare workforce through regional education initiatives*
- *Ensure every community has a public safety law enforcement presence.*
- Create healing environments, trauma-informed services, and promote wellness and prevention within the region.

Objective 2: Trauma-Informed Teaching Practices (TITP) **NWABSD will implement TITP practices through a train-the-trainer program, including ongoing reinforcement and implementation in the classroom.**			
Objective Lead: Director of Student Services			
Strategies and Actions	**Key Indicators/Metrics**	**Completion Date/Timeline**	**Pr**
4.2.1 Train-the-trainer for Trauma Informed Practices	Obtain Train -the-trainer certification.	Completed Trainer #1 May 2023 Trainer #2 Dec. 2023	10 co
4.2.2 Inservice training ongoing yearly through length of this strategic plan	Training completed as evidenced by sign in sheet during beginning of the year in-service and monthly office hours on TEAMS	Aug. 2023 completed all staff Aug. 2024 Completed all staff training during in-service. Aug. 2025 Staff training completed in Aug. 14,2025 Aug.2026 Aug. 2027	60

4.2.3 Trauma informed professional Development and supports to be made available to all staff on a yearly basis. Obtain grant funds for yearly presenters on trauma informed teaching practices and/or resiliency and restorative practice PD	FY 23: FY 24: March 2024 Weekly Trauma informed and Resilience Focused Office hours initiated for teachers Sept. Office hours continue, and Trauma Informed in-service planned for Oct. 2024 FY 25 Oct. 2024 District-wide professional development with Trauma informed specialist: Linda Chamberline June 2025: Empower U programming used about 60% of sites for social stories/Social emotional supports/social/emotional skills, problem solving and de-escalation techniques. Developing trauma informed classroom management training for fy 26. FY 26 see above FY 27	2024 Grant funds used for Inservice Professional Development. 2025: Empower U being implemented in school, resiliency lesson.	60

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Next Steps: Annual Workplan

Develop annual workplan that will create actionable items guided by the strategic plan.

Draft Annual Work Plan

NWALT Focus Areas	Leads	Y1Q1	Y1Q
Iñupiaq Language and Culture – The foundation for all our work, and is how we celebrate for our past, present and future.	*Insert individuals, organizations, those responsible for implementation*	*Steps or actions to achieve desired/ individual strategies*	
Education & Workforce Development - Educating young people in our region results in healthy and sustainable communities.			
Economic Development - Northwest Alaska's economy can grow and thrive through local and regional partnerships.			
Infrastructure & Vital Services - Community infrastructure and vital services are basic needs that must be prioritized.			
Healthy Communities and Wellness – Wellness and access to healthcare are aligned with traditional practices and supported through infrastructure and evidence-based practices.			

NWABSD STRATEGIC PLAN
JANUARY 2023 – JUNE 2027

Adopted by the Board XX/XX/20XX

Ambler · Buckland · Deering · Kiana · Kivalina · Kobuk · Kotzebue · Noatak · Noorvik · Selawik · Shungnak

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

DISTRICT LEADERSHIP

Superintendent: Terri Walker**:**

FY 2023 School Board members: Margaret Hansen, President; Carol Schaeffer, Vice President; Marie Greene, Treasurer; Tillie Ticket, Secretary; Millie Hawley, Parliamentarian; Joanne Harris, Member; Shannon Melton, Member; Alice Melton-Barr, Member; Alice Adams, Member; Nellie Ballot, Member; Lawrence Jones, Sr., Member

Current School Board members: Margaret Hansen, President; Carol Schaeffer, Vice President; Marie Greene, Treasurer; Tillie Ticket, Secretary; Millie Hawley, Parliamentarian; Joanne Harris, Member; Shannon Melton, Member; Alice Melton-Barr, Member; Alice Adams, Member; Jeanne Gerhardt-Cyrus, Member; Vacant, Member

FOUNDATION STATEMENTS

Mission - To provide a learning environment that inspires and challenges students and employees to excel.

Mission Descriptors
We do this through:

- Traditional Learning – cultural and Language
- Succeeding through challenges
- Setting up for success
- Walking along with students
- Preparing students to plan for their futures
- Understanding each has different dreams

Vision - To graduate all students with the knowledge, skills, and attitudes necessary for a successful future.

Vision Descriptors

Needed Skills	*Needed Knowledge*	*Needed Attitudes*
• Construction • Mechanics • Teamwork • Cooperation • Basic Work Skills • Communication • Ready to work – Interview • Sled Building	• Basic Knowledge • Computers - Technical Readiness • Knowledge of Careers • Consequences	• Responsibility for Communities • Respect for Homelands • Respect for Others • Work Ethic • Accountability • Aspiring

CORE VALUES

- Respect
- Hard Work
- Cooperation
- Perseverance
- Ability to Adapt
- Belief in yourself
- Learning
- Resilience
- Accountability

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Goal 1: School and Culture
Objective 1: Community School Connections **NWABSD will work with each site to establish a Tribal/Community Partnership Plan to provide relevant learning opportunities and support.**
Objective 2: Immersion School Program **NWABSD will begin an immersion school program starting with PreK level and moving to Kindergarten, 1st, and 2nd grade progressively throughout the next five years.**
Objective 3: Cultural Science Curriculum **NWABSD will create a cultural place-based science curriculum using the traditional Native Ways of Knowing and Learning.**
Goal 2: Operational Improvement
Objective 1: Optimize Business Operations **The NWABSD will evaluate, scope, and create an implementation plan for integrations to streamline and maximize operating software. Completion will support initiatives like the implementation of a 5-year budget forecast.**
Objective 2: Standard Operating Procedure Documentation **The NWABSD will establish written processes to support all processes within the district to support efficiency and succession planning.**
Goal 3: Instructional Support
Objective 1: Evaluation of MTSS (Multi-Tiered System of Supports)/Safe and Civil Reset **NWABSD staff will evaluate the systems of MTSS and Safe and Civil operationalized within schools with current strategies supported with data (literacy) use. The implementation of the strategy will be supported with increased instructional support implemented through strengthening relationships to support instructional teams.**
Objective 2: Safe & Civil Refresh **NWABSD staff will evaluate the systems of PBIS/Safe & Civil Schools operationalized within schools with current strategies for structured learning environments. The implementation of the strategy will be supported with increased instructional support implemented through strengthening professional development delivery to support instructional teams.**
Goal 4: Wellness
Objective 1: Sustainable Counseling Program **NWABSD staff will develop the program with an implementation plan leading to an operationalized program to include documentation of counseling services at all sites.**
Objective 2: Trauma-Informed Teaching Practices (TITP) **NWABSD will implement TITP practices through a train-the-trainer program, including ongoing reinforcement and implementation in the classroom.**
Goal 5: Growing Our Own
Objective 1: Vocational Track Mapping **NWABSD staff will align curriculum to support the growth of students throughout their education to be prepared for employable roles within the region.**
Objective 2: Regional Workforce Development **NWABSD will develop a plan for ATC to grow alignment between offerings and regional workforce needs.**
Goal 6: Board Development
Objective 1: Improve New Board Member Orientation **NWABSD Regional School Board will improve new board member orientation to support board efficacy and improve onboarding and communications.**
Objective 2: Executive Committee Planning **NWABSD Regional School Board executive committee will meet quarterly to plan for regional strategies and partnerships.**
Objective 3: Improve Board comprehension of student data (especially as it relates to the Alaska Reads Act) **NWABSD Regional School Board will monitor and review all assessment data and results.**

NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT

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Goal 1: School and Culture

Objective 1: Community School Connections
NWABSD will work with each site to establish a Tribal/Community Partnership Plan to provide relevant learning opportunities and support. Schools will support the plan with improvement data and ongoing adjustments for continuous improvement.

Objective Lead: Superintendent

Strategies and Actions	Key Indicators/Metric	Completion Date/Timeline	Progress	Budget (Time & Money)
1.1.1 Partner with stake holders to strengthen Inupiaq curriculum through language and culture programs that include goals and actions.	Schools will support the plan with improvement data and ongoing adjustments for continuous improvement. Sign agreements with stakeholders that include goals and actions.	Submit data every quarter Beginning 2nd semester January 2024	75%	
1.1.2 Connect Curriculum with Cultural Ways and Science Knowledge in a local setting.	1. Documentation of partnerships between the school and community. 2. Knowledge bearers in the classroom	Quarter 1,2,3,4	30%	
1.1.3 Inform all stake holders about the progress of school/community connections	Provide progress report.	Bi-annually in October and March	Feedback and surveys	

Objective 2: Immersion School Program
NWABSD will begin an immersion school program starting with PreK level and moving to Kindergarten, 1st, and 2nd grade progressively throughout the next five years.

Objective Lead: Superintendent

Strategies and Actions	Key Indicators/Metric	Completion Date/Timeline	Progress	Budget (Time & Money)
1.2.1 Assist Iñupiaq Instructors to obtain their certification through the state of Alaska	1. Determine NWABSD Eligibility for Alternative Certification Options 2. Identify Coursework and Professional Development. 3. Develop ongoing support, onboarding, and checkpoints for teacher progress. 4. Identify local partnerships to support local context and culturally responsive professional development. 5. Align our system with UA system for cosponsored courses and alternative path consisting of CEUs (budget item).	System Developed: Spring 2025	50%	Unknown
1.2.2 Train our Iñupiaq Instructors fluently into immersion methods of teaching Iñupiaq	1. Identify the path for obtaining fluency a. Develop a roadmap for fluency progression. b. Identify screener/assessment for each level.	System Developed: Spring 2025	50%	Unknown
1.2.3 Provide ongoing professional development for the Iñupiaq Instructors.	1. Build a plan and timeline for professional development.	Ongoing	75%	Unknown

Objective 3: Cultural Science Curriculum
NWABSD will create a cultural place-based science curriculum using the traditional Native Ways of Knowing and Learning.

Objective Lead: Superintendent

Strategies and Actions	Key Indicators/Metric	Completion Date	Progress	Budget (Time & Money)
1.3.1 Develop lessons and activities that align with local traditions and practices utilizing natural resources to make the science curriculum more relevant and relatable for all students.	1. Completion of a curriculum map that identifies specific points in the science curriculum where local traditions can be incorporated, with consultation from Elders or cultural leaders. 2. A minimum of 3 hands-on, project-based activities per semester that engage students with the natural environment (e.g., water quality testing of local rivers,	In Progress	50%	

	plant identification, or studying local wildlife migration patterns). 3. At least 2 community-based science projects per year that involve students working alongside community members (e.g., collaborative projects with hunters, gatherers, or local environmental experts).			
1.3.2 Incorporate the Iñupiaq language into the curriculum, promoting language preservation and encouraging students to learn and communicate these concepts in their native tongue.	1. Develop and use vocabulary lists, with both English and Iñupiaq terms, for key science concepts. 2. Work with local Iñupiaq language experts or Elders to integrate traditional stories, phrases, or terminology into science lessons, ensuring students hear and practice Iñupiaq in a real-world context.	In Progress	100%	
1.3.3 Design hands-on, experiential learning opportunities that connect students with the local environment and traditional practices.	1. Collaborate with local experts, such as hunters, gatherers, or Elders, to guide students in traditional practices while integrating relevant scientific principles like ecology or sustainability. 2. Plan field trips or outdoor lessons where students can observe and interact with the local environment.	In Progress	100%	
1.3.4 Establish community partnerships with local organizations and tribal councils to support the development and implementation of the curriculum and ensure ongoing cultural relevance.	1. Form a network with local organizations, tribal councils, and community leaders to regularly consult curriculum development, ensuring cultural relevance and alignment with community values and traditions. 2. Meet with Iñupiaq Ilisautri and science teachers twice a year to co-develop and review curriculum, ensuring the integration of traditional knowledge, practices, and cultural relevance.	In Progress	100%	
1.3.5 Involve local elders as educators and mentors, recognizing their invaluable role in passing down traditional knowledge.	1. Present the curriculum to the Elders' Council twice a year for feedback and to strengthen local partnerships, ensuring accuracy.	In Progress	10%	
1.3.6 Empower students to explore and share their own traditional knowledge within the curriculum, creating a learning environment where both the teacher and students contribute to the learning.	1. Organize an annual "Local Science Showcase" where students present projects that reflect their learning on local traditions, natural resources, and scientific principles, with community members invited to participate. 2. Create opportunities for students to share personal or family stories that connect with the lesson topics, integrating traditional knowledge into classroom discussions and allowing students to take an active role in contributing to curriculum development.	In Progress	50%	

Goal 2: Operational Improvement				
Objective 1: Optimize Business Operations **The NWABSD will evaluate, scope, and create an implementation plan for integrations to streamline and maximize operating software. Completion will support initiatives like the implementation of a 5-year budget forecast.**				
Objective Lead: Director of Administrative Services				
Strategies and Actions	**Key Indicators/Metric**	**Completion Date/Timeline**	**Progress**	**Budget (Time & Money)**
2.1.1 Optimize Purchasing system with E-Procurement integration with vendors in Accounting Software (IVisions)	NWABSD secretaries and administrators will be able to purchase supplies from specific vendor websites through the District's accounting software. This will make purchasing from these vendors much easier and will encumber purchases.	October 2022 until complete, estimated timeline 3 months.	COMPLETE – February 2023	
2.1.2 Integrate Human Resources system (Frontline Central) with Accounting Software (IVisions)	NWABSD staff information will flow from Human Resources system to accounting software to	June 2027 due to staff turnover and training expectations	20%	
2.1.3 Streamline Adjusting and Budget journal entries with electronic workflow	NWABSD budget authorities will be able to submit budget transfers and re-code expenses electronically in the District's accounting software instead of on paper.	July 2026	5%	
2.1.4 Optimize Employee Reimbursement system utilizing accounting software instead of DocuSign forms	Employees will be able to submit for reimbursement of purchases through IVisions. Meeting with accounting software needed to review options already purchased and review anticipated need.	July 2026	Partial setup in IVisions complete previously, not sure what date. Need to complete setup, train staff, and add to process manual	$4932 to IVisions and an estimated 3 working days – One for setup, one for documenting process and training with staff, one for contingency
2.1.5 Evaluating Staff and Student travel processes and procedures	Policy and procedure for staff travel are being updated. Internal processes and paperwork for the business office are being reviewed.	September 2025	50%	
Objective 2: Standard Operating Procedure Documentation **The NWABSD will establish written processes to support all processes within the district to support efficiency and succession planning.**				
Objective Lead: Director of Administrative Services				
Strategies and Actions	**Key Indicators/metric**	**Completion Date/Timeline**	**Progress**	**Budget (Time & Money)**
2.2.1 Establish where District processes are to be compiled and outlined	NWABSD Staff members will have clearly defined processes for School District Procedures. These processes will be accessible to all staff and all staff will receive notification about where to find the District's processes and procedures upon being hired.	June 2027		TBD. This project may have a heavy lift at first, but once implemented the District's Processes will only need to be reviewed annually and adjusted based on need

Goal 3: Instructional Support

Objective 1: Evaluation of MTSS (Multi-Tiered System of Supports)/Safe and Civil Reset
NWABSD staff will evaluate the systems of MTSS and Safe and Civil operationalized within schools with current strategies supported with data (literacy) use. The implementation of the strategy will be supported with increased instructional support through support to instructional teams.

Objective Lead: Director of Curriculum

Strategies and Actions	Key Indicators/Metric	Completion Date/Timeline	Progress	Budget (Time & Money)
Identify and implement a district-wide reporting system to document student intervention plans and team meetings.	❑ Build and test MTSS monitoring dashboard. Aug. 2025: PowerSchool MTSS development initiated. ❑ 100% of instructional staff are trained to use the new dashboard. Aug. 2025 development of in-service trainings (during collaborative meetings) on new platform(PowerSchool) ❑ 90% of student intervention meetings and plans documented.	June 2025 October 2025 May 2026	20%: Aug 2025 10%. Aug. 2025 10% Aug 2025	Not to exceed $10,000
Build a schedule for principals, teachers, intervention teams, and district leaders to meet regularly (quarterly) to review student data, intervention effectiveness, and next steps.	❑ 100% of schools with active student intervention teams: Aug. 2025 initiated bi-monthly intervention team meeting during Monday collaborative meeting time.. ❑ Scheduled Districtwide professional development reviewing quarterly data. ❑ 100% of students at Tier III have Individual Reading Improvement Plans that include a regular review of their student data and intervention adjustments. ❑ 10% reduction of students in Tier III.	May 2027	50% Aug. 2025	N/A
Implement the parent communication plan that includes regular updates on intervention plans and progress through meetings, progress reports, and online platforms.	❑ 100% of Tier II/Tier III K-3 parents update every four weeks on their students' progress. ❑ Annual workshops are scheduled to guide parents in supporting student growth outside of school.	May 2026	50% Aug 2025	N/A (LIT GRANT)

Objective 2: Positive Behavior Intervention Supports
NWABSD will assess and refine the current Positive Behavior Intervention Supports (PBIS) systems, specifically those from Safe & Civil Schools.

Objective Lead: Director of Curriculum

Strategies and Actions	Key Indicators/Metrics	Completion Date/Timeline	Progress	Budget (Time & Money)
Annual review and improvement of a school-wide Positive Behavior Intervention System to promote consistent positive behavior.	❑ 100% of all staff have reviewed schoolwide plans by August 30th of each school year. ❑ 100% of schools have a written school-wide plan accessible to all students, staff, and parents. ❑ 100% of all staff have completed a second review and refinement of schoolwide plans by December 10th of each school year.	August 2025	30% Aug 2025	

Annual review and improvement of a class wide Positive Behavior Intervention Plans to promote consistent positive behavior.	❑ 100% of all staff have reviewed class wide plans with Site Administrator by August 20th of each school year. ❑ 100% of classrooms have a written class-wide plan accessible to all students, staff, and parents.	August 2025	10% Aug 2025	

Goal 4: Wellness

Objective 1: Sustainable Counseling Program
NWABSD staff will develop the program with an implementation plan leading to an operationalized program to include documentation of counseling services at all sites.

Objective Lead: Director of Student Services

Strategies and Actions	Key Indicators/Metric	Completion Date/Timeline	Progress	Budget (Time & Money)
4.1.1 Obtain Grant to receive full funding -Our Youth Positive Vision for Future by 2027	Obtain a grant for to support the training and practice of school counseling in NWABSD	January 2023	100% Completed	Grant for Jan 23-24 to Jan 27-28 Grant total for 5 years=
4.1.2 Define all potential partnerships for counseling programs	March 2024: Maniilaq and Compassionate Counseling partnerships Sept. 2024: Initiated Behavior Health cooperation/meetings to facilitate counseling services. Release of information for shared programming. June 2025: 2025: Compassionate counseling MOA for fy 26 completed and paid for through counselor grant. Laptops purchased with grant monies for Maniilaq Partnership/Behavioral Health in Schools. Currently ~45 students being served via dual school/Maniilaq partnership. August 2025: fy26 school year start up beginning with Maniilaq continuation or care with current students. Monthly care meetings set up with school district liaisons and staff.	January 2027	75% complete 80%complete	
4.1.3 Establish harm-to-self follow-up protocols, training and tracking data/procedures	Harm to Self or Others protocol or others established and yearly training with principals and counselors. To be completed yearly: 22-23 = yes completed 23-24= yes completed 24-25= yes, completed 25-26= yes completed in-service (principals and counselors) 26-27	June 2027	60% complete 80%: (25-26 school year)	June 2027
4.1.4 Obtain funding for continuation of Programming after funding -Our Youth Positive Vision for Future no longer available.	Grant or general fundings. Sept. 2024: Initiated conversation with Grants regarding timing on potential new grants: Spring 2025: Initial discussions on what use of general funds for counseling services could be worked into site funding. Possible funding options: • Could include counselors as part of the student teacher ratio.	June 2027	8/14/25 50% complete	2027-28 (see funding options)

	• Or Counselor vs. Assistant principal at larger sites. • Or could use Title I and/or IV grant funds and/or Mig. ed funds can be used too. OYOF grand continues for 2.5 more years. No changes have been announced. Spring 2026 Spring 2027			
Objective 2: Trauma-Informed Teaching Practices (TITP) **NWABSD will implement TITP practices through a train-the-trainer program, including ongoing reinforcement and implementation in the classroom.**				
Objective Lead: Director of Student Services				
Strategies and Actions	**Key Indicators/Metrics**	**Completion Date/Timeline**	**Progress**	**Budget (Time & Money)**
4.2.1 Train-the-trainer for Trauma Informed Practices	Obtain Train -the-trainer certification.	Completed Trainer #1 May 2023 Trainer #2 Dec. 2023	100% completed	ESER funds used to train the trainer
4.2.2 Inservice training ongoing yearly through length of this strategic plan	Training completed as evidenced by sign in sheet during beginning of the year in-service and monthly office hours on TEAMS	Aug. 2023 completed all staff Aug. 2024 Completed all staff training during in-service. Aug. 2025 Staff training completed in Aug. 14,2025 Aug.2026 Aug. 2027	60%	No cost as we have inhouse trainers
4.2.3 Trauma informed professional Development and supports to be made available to all staff on a yearly basis. Obtain grant funds for yearly presenters on trauma informed teaching practices and/or resiliency and restorative practice PD	FY 23: FY 24: March 2024 Weekly Trauma informed and Resilience Focused Office hours initiated for teachers Sept. Office hours continue, and Trauma Informed in-service planned for Oct. 2024 FY 25 Oct. 2024 District-wide professional development with Trauma informed specialist: Linda Chamberline June 2025: Empower U programming used about 60% of sites for social stories/Social emotional supports/social/emotional skills, problem solving and de-escalation techniques. Developing trauma informed classroom management training for fy 26. FY 26 see above FY 27	2024 Grant funds used for Inservice Professional Development. 2025: Empower U being implemented in school, resiliency lesson.	60%	No cost as we have inhouse trainers Grants: to be determined.

Goal 5: Growing Our Own

Objective 1: High School and Post Secondary Vocational Track Mapping
NWABSD staff will align curriculum to support the growth of students throughout their education to be prepared for employable roles within the region.

Objective Lead: Director of the Alaska Technical Center and Director of Curriculum and Instruction

Strategies and Actions	Key Indicators/Metric	Completion Date/Timeline	Progress	Budget (Time & Money)
5.1.1 Develop overarching plan for complete alignment	Have a timeline and review cycle. FY25- Completed Perkins 4 Year Plan	August 2025	100%	
5.1.2 Design procedure and template for pillar alignment.	Implement pillar template	March 2025	50%	
5.1.3 Assess current CTE Alignments	Organize and identify current CTE courses and Career Technical Education Pathways. Identify deficiencies in pathways and course offerings.	August 2025	30%	
5.1.4 Identify best practices for CTE alignment for NWABSD students.	Review national CTE curricula standards and alignments Compare and examine other CTE institutions pathways with NWABSD pathways	December 2025	30%	
5.1.5 Develop aligned pillars for High School and Adults	❑ Education ❑ Culinary Arts ❑ Construction Trades ❑ Certified Nursing Assistant (CNA) ❑ Business ❑ Process Technology	December 2027	0%	

Objective 2: Regional Workforce Development
NWABSD will develop a plan for ATC to grow alignment between offerings and regional workforce needs.

Objective Lead: Director of the Alaska Technical Center

Strategies and Actions	Key Indicators/Metrics	Completion Date/Timeline	Progress	Budget (Time & Money)
5.2.1 Identify regional workforce needs	Complete a Comprehensive Needs Assessment for Regional Workforce Development	Survey sent Out to Stakeholders and Data being collected August 2025	75%	
5.2.2 Map Regional workforce needs assessments	Identify common industry trainings Identify skillsets alignment	October 2025	25%	
5.2.3 Draft regional workforce map	Develop training schedule5	April 2026	10%	
5.2.4 Validate regional workforce map with employers	Regional workforce feedback and revisions	December 2027	0%	
5.2.5 Develop a consortium to focus on a condensed training and workforce development scholarship application for the whole region	Region wide scholarship application	May 2026	5%	

Goal 6: Board Development				
Objective 1: Improve New Board Member Orientation **NWABSD Regional School Board will improve new board member orientation to support board efficacy and improve onboarding and communications.**				
Objective Lead: Regional School Board Secretary				
Strategies and Actions	Key Indicators/Metric	Completion Date/Timeline	Progress	Budget (Time & Money)
6.1.1 Attend the new boardsmanship annual AASB training and attend monthly webinar series	All first-term board members attend the Boardsmanship annual AASB training or attend the monthly webinar series	annual Conf. – by Nov. 2025 Minimum of 6 Webinars by Nov 2025	0%	$5,0000
6.1.2 Develop a Board handbook with pertinent information (calendar, policies, guidelines, strategic plan, budget, etc)	Scheduled ADHOC committee meeting Handbook completed, printed and posted online.	Oct. Retreat 2025	0%	$1,000
6.1.3 Improve succession plan outreach for attracting new board members				
Objective 2: Executive Committee Planning **NWABSD Regional School Board executive committee will meet quarterly to plan for regional strategies and partnerships.**				
Objective Lead: President of the Regional School Board				
Strategies and Actions	Key Indicators/Metrics	Completion Date/Timeline	Progress	Budget (Time & Money)
6.2.1 create an organizational committee to promote ideas.	Identify 3-5 outside agencies to strategize with to develop ideas.		0%	
6.2.2 work with outside organizations to assist with incentivizing reading at home.	Each committee will identify 3-5 strategies.		0%	
6.2.3 work with outside organizations to assist with incentivizing attendance and enrollment.	Each committee will identify 3-5 strategies.		0%	
Objective 3: Improve Board comprehension of student data (especially as it relates to the Alaska Reads Act) **NWABSD Regional School Board will monitor and review all assessment data and results.**				
Objective Lead: Regional School Board Treasurer				
6.3.1 Review student data 3 times a year-Annual AK-star assessment review and growth assessments after completed	Schedule on the Board agenda guidelines	October, February, and June meetings.	75%	
6.3.2 Annually review curriculum materials at all grades three times a year	Schedule on the Board agenda guidelines.	September, November, January	0%	
6.3.3				

Target Staffing Ratios and Counts

James Stewart
Director of Human Resources

Agenda

1. Target Staffing Ratios
2. Student & Staff Count

Target Staffing Ratios

Districtwide Staffing Target Ratios	
Teacher student ratio PK-6	1:17
Teacher student ratio 6-12	1:23
Classified student ratio PK-6	1:48
Classified student ratio 6-12	1:100
Special Education	Caseload Dependent
Counselors	Shared Districtwide
Site Administrators	Based on Need
Elementary - Up to 3 grade levels in 1 class PK-6th	
Middle High School - Minimum of 2 Teachers for 6-12, 6th is a swing grade	

District Student & Staff Count as of August 21, 2025

Village	Students PK-12	Classified Staff	Certified Staff
Ambler	63	5	7.5
Buckland	215	8	15.75
Deering	51	5	7.25
Kiana	91	7	7.25
Kivalina	130	8	11.50
Kobuk	37	4	4.25
JNES (PK-6)	317	21	27
KMHS (7-12)	249	12	20
Noatak	140	11	14.50
Noorvik	200	12	15.75
Selawik	235	16	21
Shungnak	55	4	7.25
Homeschool	29	0	1
ATC/Star	NA	11	7
District Office	NA	33	24
Totals	1812	157	191

Kiana Advisory School Council
Meeting Minutes
5/14/2025

1. Call to Order:
   Meeting called to order at 12:07pm by chair Delores Barr.

2. Roll Call:
   Present: Delores Barr, Victoria Morris, Eileen Schaeffer, and Teresa Stalker.
   Excused: Jeannette Barr.
   MOTION: Victoria Morris made a motion to excuse Jeannette Barr from the meeting, seconded by Eileen Schaeffer.

3. Moment of Silence/Pledge of Allegiance:
   Moment of silence was observed and Pledge of Allegiance said in English.

4. Introduction of Guests:
   Welcome Jeanne Gerhardt-Cyrus and ladies that are here for the blanket exercise Jaclynne Richards, Alice Michaelson and Mallika.

5. Approval of Agenda:
   James Stewart would like to add item "g. Principal interviews" under item "10. Principal's Report".
   MOTION: Victoria Morris made a motion to approve the agenda as amended, seconded by Teresa Stalker.

6. Approval of 4/04/2025 Minutes:
   No changes made.
   MOTION: Victoria Morris made a motion to approve minutes from 4/04/2025 meeting as is, seconded by Eileen Schaeffer.

7. Public Comments:
   OPT-IN youth conference is happening this week, 5/15th-16th, members with ANTHC are here to engage in their blanket youth exercise with the kids. The youth Alaska Blanket Exercise is an interactive history lesson for high school students to develop understanding and implement new ways of coping with, as well as learning to break, intergenerational trauma. Maniilaq is also sending instructors to do skin sewing with 2nd grade on up classes to make dancing gloves and some members from the Northern Light Dance group are going to work with and dance with the kids.

8. Correspondence:
   No correspondence received.

Kiana Advisory School Council
Meeting Minutes
5/14/2025

9. Report from Councils:
   Jeanne mentions that budgets cuts are the main topics being discussed within the regional board.

10. Principal's Report:
    a. Sports: NYO season is wrapped up; our coach made NYO activities possible for students all year. 2 of our NYO competitors made it to state.
    b. Uniforms: a lot of activity funds are available for all sports and most teams. Plan is to get cross country uniforms now and the other sport uniforms in the Fall.
    c. Attendance: there's a dip every Spring. With our fuel drawing every two weeks we notice our perfect attenders list gets smaller.
    d. Facility use permits: Theres 1 new facility use permit and another to ratify. Some of the ASC minutes and poll vote procedures have been brought to our attention and discussed.
    e. OPT-IN Kiana activities: youth Alaska Blanket Exercise, Northern light dancers, and maniilaq skin sewing going on 5/15-16. James Stewart would like to thank OPT-IN for their involvement with the kids making opportunities and hosting activities for the kids after school and year-round.
    f. Calendar:
       i. Sewing in the sewing room every Thursday night.
       ii. Inupiaq day every afternoon on Fridays for middle and high school.
       iii. May 6th, senior dinner.
       iv. May 7th ASC meeting- changed to May 14th.
       v. May 7th senior baccalaureate 6pm at Friends Church.
       vi. May 9th kindergarten graduation at 10am and senior graduation at 6pm in the gym.
       vii. May 20th last day of school and community Spring hot dog lunch.
       viii. May 27th-30th ASLI conference in Anchorage.
    g. Principal Interviews: James Stewart asks the ASC if one of them can join in on the interviews for next school year's principal.

11. Items for Advisory School Council Consideration:
    a. Old business: ratify River of Life church's facility use permit to utilize the gym for their Spring Youth Event 4/11-12 8pm-12am.
       MOTION: Victoria Morris made a motion to ratify River of Life Church's facility use permit, seconded by Eileen Schaeffer.
    b. No new business.

Kiana Advisory School Council
Meeting Minutes
5/14/2025

12. Public Comments:
    No public comments.

13. ASC members' comments:
    No ASC member comments.

14. Schedule next meeting:
    Next meeting will be August 13th, 2025.

15. Adjournment:
    Meeting adjourned at 12:49pm.

AQQALUK HIGH/NOORVIK ELEMENTARY

PO BOX 165 • Noorvik, Alaska 99763 • (907) 636-2178

August 20, 2025

NOORVIK ADVISORY SCHOOL COUNCIL MEETING August 12, 2025

AGENDA

I. Call to Order 4:41 p.m.
II. Pledge of Allegiance
III. Moment of Silence

Roll Call

Ila Ballot	Seat A 2027 Here
Mike Zibell	Seat B 2027 Present
Selma Sampson	Seat C 2027 Here
Elsie Sampson	Seat D 2026 Present
Jessica Snyder	Seat E 2025 Here
Kaden Ticket	Seat F 2026 Here
Nellie Ballot	Seat G 2025 Absent
Jaylon Pungalik	St. Rep 2025 Nonvoting

IV. Approval of Agenda
V. Motion made by KT, 2nd by ES to approve the agenda
JS Makes a motion to amend the agenda to include New Business
IB Second the motion
Discussion –
Topics: Write a letter to the IRA to address the procedures for spending money raised for students at SNT, plans for A Christmas city league tournament to fundraise for more student activities., Request for the IRA to use the school's manlift.
Motion Approved

VI. Public Comments – No public comments

VII. New Business

JS – SNT Spending Procedures.

A. Requested a letter be written to the IRA and presented during Thursday's meeting, asking that the ASC be included in the spending decisions of SNT student funds. LZ agrees to write a letter. MZ to attend the meeting.

X. ASC Member Comments

MZ – We will need to get permission for the DO to include a release from liability.

ES – We need to include new business to add items to the agenda for further discussion.

KT – For the student government, I would be very interested in helping.

ES – Thank you to Leslie for the report. Any changes in the number of staffing? Open House Thursday at 6 p.m. Newsletter Position Advertised.

XI. Next Meeting Time and Place
September 16 At 12:30

XII. Approval of Minutes

Signature: Selma Sampson

Title: ASC Secretary

XIII. Adjournment

AASB Board Report
For
August 2025 NWABSD BOE
Meeting

Since the June board meeting, an AASB Executive Committee meeting was held and the AASB summer board meeting.

July 11th the Executive Committee meeting was held to conduct board candidate interviews. Four candidates were interviewed and after committee discussion, the Committee took action to recommend to the full board the appointment of Paul Robbins, Jr. from the Ketchikan Gateway Borough School District. The committee recommendation was accepted.

The AASB summer board meeting was held July 18-19, 2025, in Anchorage at Alaska Pacific University. Margo Bellamy, Past President presented the results of the board self-assessment, and as the President Elect, I presented the results of the Executive Director's evaluation to the board in executive session. The board officers and staff presented reports, including the May financials, the FY 24 Audit Report with no findings and was approved by the board. After the board reviews and discussion, the board approved the Executive Director's contract for two years as requested by the ED, Lon Garrison.

The AASB 72nd 2025 Annual Conference will be held November 13-16th at the William A. Egan Civic & Convention Center. This year's conference theme is "Coming Together for Students." It will be the first time AASB's annual conference will be held at this location. Convening the conference at the Egan Center will save AASB approximately $20,000 with access to additional meeting space. Blocks of rooms have been secured at the Hilton and Captain Cook hotels with registration opening up this month, August.

Resolutions Committee Meeting, Thursday, November 13, 2025
Experienced Board Member Academy, Thursday, November 13, 2025, with a focus on the *Board's Role in School Finance*.
Ready Set Govern, Thursday, November 13 & 14th, 2025.

Youth Leadership Institute, Thursday, November 13-16, 2025
AASB Fall Boardsmanship Academy, September 20-21, 2025, at the Downtown Marriott Anchorage.
No Winter AASB Boardsmanship Academy in December 2025 due to low participation and cost.
NSBA Annual Conference April 10-12, 2026, San Antonio, TX. Registration opened August 20, 2025.
NSBA Advocacy & Equity Institute Symposium February 1-3, 2026, Washington DC.

Lon Garrison and Katie Oliver presented the recommendations relating to the 16 sunsetting resolutions, consolidating two near-identical resolutions (2.11 & 2.14) into one on *Funding for Pupil Transportation & Pupil Transportation*, a substantial revision to 2.12 *Ensuring Equitable and Adequate Funding for Alaska's School Capital Improvement Projects (CIP),* and two new proposed resolutions recommended by staff to *Affirm and Preserve Local Governance of Voluntary Open Enrollment Policies and Establishing a Dedicated State Fund for Routine and Preventive School Maintenance Separate From the BSA Education Funding Formula* which are included in the 2026 Where We Stand: Resolutions and Belief Statements packet. The AASB board approved the staff's recommendations.

The deadline for new resolutions will be accepted until October 15, 2025, and the Resolutions Committee meeting will be held Thursday, November 13, 2025.

Finally, I have informed President Hanson and Superintendent Walker my AASB board seat is up this year. At the July board meeting I resigned as the AASB President-Elect and will remain on the board until the November annual meeting. As a full-time Inuit Circumpolar President and preparing for the 2026 ICC General Assembly in Sisimuit, Greenland July 21-26, 2026 and ICC required travel, I would not be able to dedicate the time needed as the 2026 AASB President. It is my hope we will have interest from our board to be nominated for a AASB board of director seat. Five AASB board seats are open this year, including the board members from North Slope Borough School District, Yupitt School District, Juneau and Ketchikan. I have also shared with them, if there is no interest from our board, I am willing to be nominated. I believe strongly that we need our district to be represented on this statewide board.

We will need to have the AASB Annual Conference items on the September board meeting agenda. Resolutions, board nominations, Awards and donations for the June Nelson Scholarship Fundraiser. Quyanaq. It is a privilege to represent the NWABSD on the AASB board of directors.