

Personnel Committee  
Thursday, January 11, 2024 1:00 PM Alaskan

BSSD-Unalakleet  
PO Box 225  
Unalakleet, Alaska 99684

1. Call To Order  
Annie Weyiouanna called the meeting to order at 1:09pm.
2. Roll Call  
Present were Annie Weyiouanna, Jane Kava, and Irene Navarro. Excused were Chair Silas Paniptchuk and Aaron Iworriagan. Willow Olson was also present.
3. Establishment of Quorum  
A quorum of 4 was established.
4. Approval of Minutes Dec 8, 2022  
A motion to approve minutes from Dec. 8, 2022 was made by Willow Olson, seconded by Irene Navarro. Roll call vote: 4Y, motion carried.
5. Adoption of Agenda  
Motion to approve the agenda made by Irene Navarro, seconded by Willow Olson. Roll call vote: 4Y, motion carried.
6. Public Comments (Action Item Input Only)  
None
7. Discussion Items  
Human Resource Director Tera Cunningham shared Personnel items for Certified and Classified staff and invited input from the board to prepare for the FY25 Staffing Proposals. Business Manager Mark Vink was also present.
8. Items for Next Agenda
9. Time & Place of the Next Meeting  
At the call of the Chair.
10. Adjournment  
Motion to adjourn at 1:22pm was made by Irene Navarro, seconded by Jane Kava. Motion carried.

1 **UNADOPTED MINUTES**

2 Bering Strait School District Board of Education

3 **Personnel Committee Meeting**

4 Thursday, December 8, 2022 – Anchorage, Alaska

5  
6 **I. CALL TO ORDER**

7 Silas Paniptchuk called the Personnel Committee Meeting to order at 1:02 pm.

8  
9 **II. ROLL CALL**

10 Present were Silas Paniptchuk, Annabelle Cunningham, Aaron Iworrigan, Jane Kava. A  
11 quorum was established. Also present was Willow Olson.

12  
13 **III. INTRODUCTIONS**

14 Each Board Member present at the Personnel Committee Meeting introduced  
15 themselves and stated the communities they represent. Chair Silas Paniptchuk  
16 introduced CSA Susan Nedza who introduced DO staff present: Business Manager Mark  
17 Vink, Facilities Director Gary Eckenweiler, Coordinator of Federal Programs &  
18 Professional Development Tammy Dodd, Human Resource Specialist Tera Cunningham,  
19 Secretary Kathy Commack.

20  
21 **IV. READING OF THE DISTRICT MISSION STATEMENT**

22 The District Mission Statement was read aloud.

23  
24 **V. APPROVAL OF AGENDA**

25  
26 **MOTION:** Annabelle Cunningham made a motion to approve the agenda. Jane Kava  
27 seconded. Motion carried.

28  
29 **VI. APPROVAL OF MINUTES**

30  
31 **MOTION:** Aaron Iworrigan made a motion to approve the minutes from December 8,  
32 2021. Jane Kava seconded. Motion carried.

33  
34 **VII. PUBLIC COMMENTS (ACTION ITEM INPUT ONLY)**

35 Carolyn Heflin made a public comment.

36  
37 **VIII. ACTION ITEMS**

38  
39 **ACTION ITEM A:** Classified Staff Proposal was presented by Susan Nedza  
40

**To:** Bering Strait School Board

**From:** Dale Richesin, Director of  
HR

**Re:** FY24 Classified Staffing Proposal

**Date:** December 8, 2022

The process for developing a staffing proposal for classified employees includes several activities. Principals and AEC's complete site surveys and offer staffing suggestions. District Office staff members are consulted about program needs and availability. State and Federal funds and strategic plan directives are considered.

In the past, the District offered an apprenticeship program for a boiler operator and an electrician. The District can no longer support an apprenticeship program due to the number of hours needed to fulfill the requirements of such a program.

The District would like to replace the budgeted amounts of this apprenticeship program with Travel/Hangar Helper to expedite the increasing travel needs of the District.

**ACTION NEEDED:**

A recommendation from the Personnel Committee to the School Board to approve the FY24 Classified Staffing Proposal as presented.

## District Office

### FY23 Current

### FY24 Proposed

Title	Hrs	Days	Title	Hrs	Days
Accountant	7.5	245	Accountant	7.5	245
Accts Pay Clerk	7.5	245	Accts Pay Clerk	7.5	245
Benefits Specialist	7.5	250	Benefits Specialist	7.5	250
Boiler Operator Apprentice	7.5	260	<del>Boiler Operator Apprentice</del>	<del>7.5</del>	<del>260</del>
Custodian	7.5	225	Custodian	7.5	225
Ed Tech Specialist	7.5	200	Ed Tech Specialist	7.5	200
Electrician Apprentice	7.5	260	<del>Electrician Apprentice</del>	<del>7.5</del>	<del>260</del>
Invent/Prev/Maint	7.5	225	Invent/Prev/Maint	7.5	225
Itin Lic Journeyman - Boiler Operator	7.5	260	Itin Lic Journeyman - Boiler Operator	7.5	260
Itin Lic Journeyman - Electrician	7.5	260	Itin Lic Journeyman - Electrician	7.5	260
Itin Lic Journeyman - Plumber	7.5	260	Itin Lic Journeyman - Plumber	7.5	260
Itin Skilled Trades	7.5	250	Itin Skilled Trades	7.5	250
Itin Skilled Trades	7.5	260	Itin Skilled Trades	7.5	260
Itin Skilled Trades - Carpenter	7.5	260	Itin Skilled Trades - Carpenter	7.5	260
Itin Skilled Trades - Carpenter	7.5	260	Itin Skilled Trades - Carpenter	7.5	260
Itin Skilled Trades - Mechanic	7.5	260	Itin Skilled Trades - Mechanic	7.5	260
Itin Trade Helper	7.5	225	Itin Trade Helper	7.5	225
Itin Trade Helper	7.5	260	Itin Trade Helper	7.5	260
Itin Trade Helper	7.5	260	Itin Trade Helper	7.5	260
Payroll Clerk	7.5	250	Payroll Clerk	7.5	250
Purchasing Agent	7.5	215	Purchasing Agent	7.5	215
Secretary - Activities	7.0	215	Secretary - Activities	7.0	215
Secretary - Maintenance	7.5	245	Secretary - Maintenance	7.5	245
Secretary - Migrant	7.0	215	Secretary - Migrant	7.0	215
Secretary - Media	7.0	180	Secretary - Media	7.0	180
Secretary - Special Education	7.5	215	Secretary - Special Education	7.5	215
Secretary - Executive	7.5	215	Secretary - Executive	7.5	215
Secretary - Ed Tech	7.0	215	Secretary - Ed Tech	7.0	215
			Travel/Hangar Assistant	7.5	250

Request(s):

Add Travel/Hangar Assistant

Delete Boiler Operator Apprentice

Delete Electrician Apprentice

## Brevig Mission

FY23 Current			FY24 Proposed		
Title	Hrs	Days	Title	Hrs	Days
Comm Rec Supervisor	4.0	165	Comm Rec Supervisor	4.0	165
Cook I	5.5	181	Cook I	5.5	181
Cook I	4.0	181	Cook I	4.0	181
Custodian	7.5	230	Custodian	7.5	230
Custodian	4.0	220	Custodian	4.0	220
Ed Aide	5.5	180	Ed Aide	5.5	180
Ed Aide	6.5	180	Ed Aide	6.5	180
Ed Aide	6.0	180	Ed Aide	6.0	180
Ed Aide B/B	6.5	180	B/B Instructor	7.5	192
Ed Aide CTE	6.5	180	Ed Aide CTE	6.5	180
Ed Aide Ind. Ed	6.5	180	Ed Aide Ind. Ed	6.5	180
Ed Aide Media	6.0	180	Ed Aide Media	6.0	180
Ed Aide Migrant/Title 1	6.5	180	Ed Aide Migrant/Title 1	6.5	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Ed Aide Spec Ed	5.75	180	Ed Aide Spec Ed	5.75	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Head Cook	6.5	181	Head Cook	6.5	181
Maint/Cust	7.5	230	Maint/Cust	7.5	230
Secretary	7.25	180	Secretary	7.25	180

Request(s):

**Diomede**

**FY23 Current**

**FY24 Proposed**

<b>Title</b>	<b>Hrs</b>	<b>Days</b>	<b>Title</b>	<b>Hrs</b>	<b>Days</b>
Comm Rec Supervisor	4.0	165	Comm Rec Supervisor	4.0	165
Custodian	6.5	180	Custodian	6.5	180
Ed Aide	6.5	180	Ed Aide	6.5	180
Ed Aide B/B	6.5	180	B/B Instructor	7.5	192
Ed Aide Spec Ed	4.0	180	Ed Aide Spec Ed	4.0	180
Head Cook	8.0	181	Head Cook	8.0	181
Maint/Cust	7.5	230	Maint/Cust	7.5	230
Secretary/Ed Aide	6.5	180	Secretary/Ed Aide	6.5	180

Request(s):

**Elim**

<b>FY23 Current</b>			<b>FY24 Proposed</b>		
<b>Title</b>	<b>Hrs</b>	<b>Days</b>	<b>Title</b>	<b>Hrs</b>	<b>Days</b>
Comm Rec Supervisor	4.0	165	Comm Rec Supervisor	4.0	165
Cook I	6.0	181	Cook I	6.0	181
Custodian	4.0	180	Custodian	4.0	180
Custodian	7.5	230	Custodian	7.5	230
Ed Aide	6.5	180	Ed Aide	6.5	180
Ed Aide B/B	6.5	180	B/B Instructor	7.5	192
Ed Aide CTE	4.0	180	Ed Aide CTE	4.0	180
Ed Aide Ind. Ed	6.5	180	Ed Aide Ind. Ed	6.5	180
Ed Aide Migrant/Title 1	6.5	180	Ed Aide Migrant/Title 1	6.5	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Head Cook	6.0	181	Head Cook	6.0	181
Maint/Cust	7.5	230	Maint/Cust	7.5	230
Secretary	7.0	180	Secretary	7.0	180
Secretary/Media	2.0	180	Secretary/Media	2.0	180

Request(s):

**Gambell**

FY23 Current			FY24 Proposed		
Title	Hrs	Days	Title	Hrs	Days
Comm Rec Supervisor	4.0	165	Comm Rec Supervisor	4.0	165
Cook I	6.5	181	Cook I	6.5	181
Cook I	6.5	181	Cook I	6.5	181
Custodian	7.5	220	Custodian	7.5	220
Custodian	7.5	220	Custodian	7.5	220
Ed Aide	6.5	180	Ed Aide	6.5	180
Ed Aide	6.5	180	Ed Aide	6.5	180
Ed Aide	6.5	180	Ed Aide	6.5	180
Ed Aide B/B	7.5	180	Ed Aide B/B	7.5	180
Ed Aide B/B	6.5	180	Ed Aide B/B	6.5	180
Ed Aide B/B	6.5	182	Ed Aide B/B	6.5	182
Ed Aide B/B	6.5	180	Ed Aide B/B	6.5	180
Ed Aide Ind. Ed	6.5	180	Ed Aide Ind. Ed	6.5	180
Ed Aide Migrant/Title 1	5.0	180	Ed Aide Migrant/Title 1	5.0	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Ed Aide Spec Ed	4.0	180	Ed Aide Spec Ed	4.0	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Head Cook	7.0	181	Head Cook	7.0	181
LRE	6.5	182	LRE-B/B Instructor	7.5	192
Maint/Cust	7.5	230	Maint/Cust	7.5	230
Secretary	7.5	180	Secretary	7.5	180
Secretary/B/B	6.5	180	B/B Instructor	7.5	192
Secretary/Media	6.75	180	Secretary/Media	6.75	180

Request(s):

## Golovin

### FY23 Current

### FY24 Proposed

Title	Hrs	Days	Title	Hrs	Days
Comm Rec Supervisor	4.0	165	Comm Rec Supervisor	4.0	165
Cook I	3.5	181	Cook I	3.5	181
Custodian	7.5	230	Custodian	7.5	230
Ed Aide	6.5	180	Ed Aide	6.5	180
Ed Aide CTE	5.0	180	Ed Aide CTE	5.0	180
Ed Aide Ind. Ed	6.5	180	Ed Aide Ind. Ed	6.5	180
Ed Aide Migrant/Title 1	6.5	180	Ed Aide Migrant/Title 1	6.5	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Head Cook	6.0	181	Head Cook	6.0	181
LRE	6.5	182	LRE-B/B Instructor	7.5	192
Maint/Cust	7.5	230	Maint/Cust	7.5	230
Secretary	6.0	180	Secretary	6.0	180

Request(s):

## Koyuk

FY23 Current			FY24 Proposed		
Title	Hrs	Days	Title	Hrs	Days
Comm Rec Supervisor	4.0	165	Comm Rec Supervisor	4.0	165
Cook I	6.5	181	Cook I	6.5	181
Custodian	4.0	180	Custodian	4.0	180
Custodian	7.5	180	Custodian	7.5	180
Ed Aide B/B	6.0	180	B/B Instructor	7.5	192
Ed Aide Ind. Ed	7.0	180	Ed Aide Ind. Ed	7.0	180
Ed Aide Migrant/Title 1	6.0	180	Ed Aide Migrant/Title 1	6.0	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Ed Aide Spec Ed	7.0	180	Ed Aide Spec Ed	7.0	180
Ed Aide Spec Ed	7.5	180	Ed Aide Spec Ed	7.5	180
Head Cook	7.0	181	Head Cook	7.0	181
Maint/Cust	7.5	230	Maint/Cust	7.5	230
Media Clerk	7.5	180	Media Clerk	7.5	180
Secretary	6.5	180	Secretary	6.5	180

Request(s):

## Savoonga

FY23 Current			FY24 Proposed		
Title	Hrs	Days	Title	Hrs	Days
Comm Rec Supervisor	4.0	165	Comm Rec Supervisor	4.0	165
Cook I	6.5	181	Cook I	6.5	181
Cook I	5.5	181	Cook I	5.5	181
Cook I	6.0	181	Cook I	6.0	181
Custodian	5.0	230	Custodian	5.0	230
Custodian	7.5	230	Custodian	7.5	230
Custodian	5.0	230	Custodian	5.0	230
Ed Aide	6.0	180	Ed Aide	6.0	180
Ed Aide	5.5	180	Ed Aide	5.5	180
Ed Aide	6.5	180	Ed Aide	6.5	180
Ed Aide	5.5	180	Ed Aide	5.5	180
Ed Aide	6.5	180	Ed Aide	6.5	180
Ed Aide	6.0	180	Ed Aide	6.0	180
Ed Aide B/B	6.0	180	B/B Instruction	7.5	192
Ed Aide B/B	6.0	182	B/B Instruction	7.5	192
Ed Aide B/B	6.0	180	B/B Instruction	7.5	192
Ed Aide CTE	7.0	180	Ed Aide CTE	7.0	180
Ed Aide Ind. Ed	6.0	180	Ed Aide Ind. Ed	6.0	180
Ed Aide Media	6.0	180	Ed Aide Media	6.0	180
Ed Aide Migrant/Title 1	6.5	180	Ed Aide Migrant/Title 1	6.5	180
Ed Aide Spec Ed	6.0	180	Ed Aide Spec Ed	6.0	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Ed Aide Spec Ed	6.0	180	Ed Aide Spec Ed	6.0	180
Head Cook	6.5	181	Head Cook	6.5	181
Maint/Cust	7.5	230	Maint/Cust	7.5	230
Secretary	6.5	180	Secretary	6.5	180

Request(s):

## Shaktoolik

### FY23 Current

### FY24 Proposed

<b>Title</b>	<b>Hrs</b>	<b>Days</b>	<b>Title</b>	<b>Hrs</b>	<b>Days</b>
Comm Rec Supervisor	4.0	165	Comm Rec Supervisor	4.0	165
Cook I	5.0	181	Cook I	5.0	181
Custodian	7.5	230	Custodian	7.5	230
Ed Aide	6.5	180	Ed Aide	6.5	180
Ed Aide	5.0	180	Ed Aide	5.0	180
Ed Aide	5.0	180	Ed Aide	5.0	180
Ed Aide B/B	6.25	180	B/B Instructor	7.50	192
Ed Aide CTE	7.0	180	Ed Aide CTE	7.0	180
Ed Aide Ind. Ed	6.0	180	Ed Aide Ind. Ed	6.0	180
Ed Aide Migrant	6.5	180	Ed Aide Migrant	6.5	180
Ed Aide Spec Ed	6.0	180	Ed Aide Spec Ed	6.0	180
Ed Aide Spec Ed	6.25	180	Ed Aide Spec Ed	6.25	180
Head Cook	6.5	181	Head Cook	6.5	181
Maint/Cust	7.5	230	Maint/Cust	7.5	230
Secretary	6.0	180	Secretary	6.0	180
Secretary/Media	6.0	180	Secretary/Media	6.0	180

Request(s):

**Shishmaref**

<b>FY23 Current</b>			<b>FY24 Proposed</b>		
<b>Title</b>	<b>Hrs</b>	<b>Days</b>	<b>Title</b>	<b>Hrs</b>	<b>Days</b>
Comm Rec Supervisor	4.0	165	Comm Rec Supervisor	4.0	165
Cook I	6.5	181	Cook I	6.5	181
Cook I	4.5	181	Cook I	4.5	181
Custodian	7.5	180	Custodian	7.5	180
Custodian	3.5	180	Custodian	3.5	180
Custodian	7.5	220	Custodian	7.5	220
Ed Aide	5.0	180	Ed Aide	5.0	180
Ed Aide	6.5	180	Ed Aide	6.5	180
Ed Aide	6.5	180	Ed Aide	6.5	180
Ed Aide	5.5	180	Ed Aide	5.5	180
Ed Aide B/B	6.5	180	B/B Instructor	7.5	192
Ed Aide B/B	7.0	182	B/B Instructor	7.5	192
Ed Aide CTE	5.0	180	Ed Aide CTE	5.0	180
Ed Aide Ind. Ed	6.5	180	B/B Instructor	7.5	192
Ed Aide Migrant/Title 1	6.5	180	Ed Aide Migrant/Title 1	6.5	180
Ed Aide Spec Ed	6.0	180	Ed Aide Spec Ed	6.0	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Ed Aide Spec Ed	5.0	180	Ed Aide Spec Ed	5.0	180
Ed Aide Spec Ed	2.0	180	Ed Aide Spec Ed	2.0	180
Ed Aide Spec Ed	5.5	180	Ed Aide Spec Ed	5.5	180
Ed Aide Spec Ed	6.0	180	Ed Aide Spec Ed	6.0	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Head Cook	6.5	181	Head Cook	6.5	181
Maint/Cust	7.5	230	Maint/Cust	7.5	230
Secretary	7.0	180	Secretary	7.0	180
Secretary/Media	6.5	180	Secretary/Media	6.5	180

Request(s):

**St. Michael**

**FY23 Current**

**FY24 Proposed**

<b>Title</b>	<b>Hrs</b>	<b>Days</b>	<b>Title</b>	<b>Hrs</b>	<b>Days</b>
Comm Rec Supervisor	4.0	165	Comm Rec Supervisor	4.0	165
Cook I	4.0	181	Cook I	4.0	181
Cook I	6.5	181	Cook I	6.5	181
Custodian	7.5	220	Custodian	7.5	220
Custodian	7.5	230	Custodian	7.5	230
Ed Aide	6.5	180	Ed Aide	6.5	180
Ed Aide	7.0	180	Ed Aide	7.0	180
Ed Aide	6.5	180	Ed Aide	6.5	180
Ed Aide Ind. Ed	5.0	180	Ed Aide Ind. Ed	5.0	180
Ed Aide Media	6.5	180	Ed Aide Media	6.5	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Head Cook	6.5	182	Head Cook	6.5	182
LRE	6.5	182	B/B Instructor	7.5	192
Maint/Cust	7.5	230	Maint/Cust	7.5	230
Secretary	7.0	180	Secretary	7.0	180
Title 1 Aide	6.5	180	Title 1 Aide	6.5	180

Request(s):

**Stebbins**

FY23 Current			FY24 Proposed		
Title	Hrs	Days	Title	Hrs	Days
Comm Rec Supervisor	4.0	165	Comm Rec Supervisor	4.0	165
Cook I	6.0	181	Cook I	6.0	181
Cook I	4.0	181	Cook I	4.0	181
Cook I	4.0	181	Cook I	4.0	181
Custodian	6.5	220	Custodian	6.5	220
Custodian	6.5	230	Custodian	6.5	230
Ed Aide	6.5	180	Ed Aide	6.5	180
Ed Aide	4.0	180	Ed Aide	4.0	180
Ed Aide	6.5	180	Ed Aide	6.5	180
Ed Aide	4.0	180	Ed Aide	4.0	180
Ed Aide	6.5	180	Ed Aide	6.5	180
Ed Aide	6.5	180	Ed Aide	6.5	180
Ed Aide B/B	6.5	180	B/B Instructor	7.5	192
Ed Aide B/B	6.5	180	B/B Instructor	7.5	192
Ed Aide Ind. Ed	6.5	180	Ed Aide Ind. Ed	6.5	180
Ed Aide Migrant/Title 1	6.5	180	Ed Aide Migrant/Title 1	6.5	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Head Cook	6.0	181	Head Cook	6.0	181
Maint/Cust	7.5	230	Maint/Cust	7.5	230
Secretary	7.5	180	Secretary	7.5	180
Secretary/Media	4.0	180	Secretary/Media	4.0	180

Request(s):

## Teller

### FY23 Current

### FY24 Proposed

<b>Title</b>	<b>Hrs</b>	<b>Days</b>	<b>Title</b>	<b>Hrs</b>	<b>Days</b>
Comm Rec Supervisor	4.0	165	Comm Rec Supervisor	4.0	165
Cook I	5.0	181	Cook I	5.0	181
Custodian	6.5	230	Custodian	6.5	230
Ed Aide	6.5	180	Ed Aide	6.5	180
Ed Aide B/B	6.5	180	B/B Instructor	7.50	192
Ed Aide Ind. Ed	6.5	180	Ed Aide Ind. Ed	6.5	180
Ed Aide Migrant/Title 1	6.5	180	Ed Aide Migrant/Title 1	6.5	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Head Cook	6.0	181	Head Cook	6.0	181
Maint/Cust	7.5	230	Maint/Cust	7.5	230
Maint/Cust	6.0	180	Maint/Cust	6.0	180
Secretary	7.5	180	Secretary	7.5	180

Request(s):

## Unalakleet

FY23 Current			FY24 Proposed		
Title	Hrs	Days	Title	Hrs	Days
Comm Rec Supervisor	4.0	165	Comm Rec Supervisor	4.0	165
Cook I	6.5	181	Cook I	6.5	181
Cook I	6.5	181	Cook I	6.5	181
Custodian	7.5	230	Custodian	7.5	230
Custodian	7.5	230	Custodian	7.5	230
Ed Aide	6.5	180	Ed Aide	6.5	180
Ed Aide	6.5	180	Ed Aide	6.5	180
Ed Aide	6.5	180	Ed Aide	6.5	180
Ed Aide	6.5	180	Ed Aide	6.5	180
Ed Aide B/B	6.5	180	Ed Aide B/B	6.5	180
Ed Aide Ind. Ed	6.5	180	Ed Aide Ind. Ed	6.5	180
Ed Aide Migrant/Title 1	3.25	180	Ed Aide Migrant/Title 1	3.25	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Head Cook	7.0	181	Head Cook	7.0	181
LRE	6.5	182	LRE-B/B Instructor	7.5	192
Maint/Cust	7.5	230	Maint/Cust	7.5	230
Secretary	7.5	185	Secretary	7.5	185

Request(s):

## Wales

### FY23 Current

### FY24 Proposed

<b>Title</b>	<b>Hrs</b>	<b>Days</b>	<b>Title</b>	<b>Hrs</b>	<b>Days</b>
Comm Rec Supervisor	4.0	165	Comm Rec Supervisor	4.0	165
Cook I	3.0	181	Cook I	3.0	181
Custodian	6.0	220	Custodian	6.0	220
Ed Aide Ind. Ed	5.5	180	Ed Aide Ind. Ed	5.5	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Head Cook	7.0	181	Head Cook	7.0	181
Maint/Cust	7.5	230	Maint/Cust	7.5	230
Secretary/Media	7.0	180	Secretary/Media	7.0	180
Title 1 Aide	6.5	180	Title 1 Aide	6.5	180
Ed Aide B/B	6.5	180	B/B Instructor	7.5	192

Request(s):

**White Mountain**

**FY23 Current**

**FY24 Proposed**

<b>Title</b>	<b>Hrs</b>	<b>Days</b>	<b>Title</b>	<b>Hrs</b>	<b>Days</b>
Comm Rec Supervisor	4.0	165	Comm Rec Supervisor	4.0	165
Cook I	5.5	181	Cook I	5.5	181
Custodian	7.5	230	Custodian	7.5	230
Ed Aide Ind. Ed	5.5	180	Ed Aide Ind. Ed	5.5	180
Ed Aide Spec Ed	4.25	180	Ed Aide Spec Ed	4.25	180
Head Cook	6.0	181	Head Cook	6.0	181
Maint/Cust	7.5	230	Maint/Cust	7.5	230
Secretary/Ed Aide	8.0	180	Secretary/Ed Aide	8.0	180
Ed Aide B/B	6.5	180	B/B Instructor	7.5	192

Request(s):

FY22 Classified Staffing Proposal

57  
58  
59

**MOTION:** Annabelle Cunningham moved to approve at the committee level. Jane Kava seconded. Motion carried.

60 **ACTION ITEM B**: Certified Staff Proposal was presented by Susan Nedza.

61

**To:** Bering Strait School Board

**From:** Dale Richesin, HR Director

**Re:** FY24 Certified Staffing Proposal

**Date:** December 8, 2022

The attached certified staffing proposals for FY24 have been recommended by CSA Nedz

**ACTION NEEDED:**

A recommendation from the Personnel Committee to the School Board to approve the FY24 Certified Staffing Proposal as presented.

62

**FY23**

**BREVIG MISSION**

ECE-12 Projected Enrollment: 170

- 1.0 ECE
- 7.0 K/Elementary
- 1.0 MS
- 4.0 MS-HS
- 2.0 Special Education
- 1.0 Counselor
- 2.0 Site Administrator
- 18.0 Total Staff**

**DIOMEDE**

K-12 Enrollment: 27

- 2.0 K-Elementary
- 1.0 Secondary
- 1.0 Special Education
- 1.0 Principal-Teacher
- 5.0 Total Staff**

**ELIM**

ECE-4 Projected Enrollment: 119

- 1.0 ECE
- 5.0 K/Elementary
- 4.0 MS-HS
- 1.0 Special Education
- 1.0 Site Administration
- 12.0 Total Staff**

**GOLOVIN**

ECE-7 Projected Enrollment: 45

- 1.0 ECE
- 3.0 Elementary
- 3.0 MS-HS
- 1.0 Special Education
- 1.0 Site Administration
- 9.0 Total Staff**

**KOYUK**

ECE-12 Projected Enrollment: 89

- 1.0 ECE
- 5.0 K/Elementary
- 4.0 Secondary
- 1.0 Special Education
- 1.0 Site Administrator
- 12.0 Total Staff**

**FY24**

**BREVIG MISSION**

ECE - Projected Enrollment:

- 1.0 ECE
- 7.0 K/Elementary
- 1.0 MS
- 4.0 MS-HS
- 2.0 Special Education
- 1.0 Counselor
- 2.0 Site Administrator
- 18.0 Total Staff (No change)**

**DIOMEDE**

K-12 Enrollment:

- 2.0 K-Elementary
- 1.0 Secondary
- 1.0 Special Education
- 1.0 Principal-Teacher
- 5.0 Total Staff (No change)**

**ELIM**

ECE - Projected Enrollment:

- 1.0 ECE
- 5.0 K/Elementary
- 4.0 MS-HS
- 1.0 Special Education
- 1.0 Counselor\* (reallocated from DO Itinerant)
- 1.0 Site Administration
- 13.0 Total Staff (No change)**

**GOLOVIN**

ECE - Projected Enrollment:

- 1.0 ECE
- 3.0 Elementary
- 3.0 MS-HS
- 1.0 Special Education
- 1.0 Counselor\* (reallocated from DO Itinerant)
- 1.0 Site Administration
- 10.0 Total Staff**

**KOYUK**

ECE - Projected Enrollment: 83

- 1.0 ECE
- 5.0 K/Elementary
- 4.0 Secondary
- 1.0 Special Education
- 1.0 Counselor\* (grant-funded)
- 1.0 Site Administrator

**13.0 Total Staff** (add 1 counselor)

**FY23**

**GAMBELL**

ECE-12 Projected Enrollment: 166

- 1.0 ECE
- 6.0 K/Elementary
- 6.0 MS-HS
- 1.0 Art
- 1.0 CTE
- 2.0 Special Education
- 1.0 Reading Facilitator
- 1.0 Counselor
- 2.0 Site Administrators
- 21.0 Total Staff** (adding 1 counselor)

**SAVOONGA**

ECE-12 Projected Enrollment: 227

- 1.0 ECE
- 7.0 K/Elementary
- 7.0 MS/HS
- 1.0 Art
- 2.0 Special Education
- 2.0 Instructional Coach
- 1.0 Counselor
- 2.0 Site Administrators
- 23.0 Total Staff** (adding 1 counselor)

**SHAKTOOLIK**

ECE-12 Projected Enrollment: 70

- 1.0 ECE
- 4.0 K/Elementary
- 3.0 Secondary
- 1.0 Special Education
- 1.0 Site Administrator
- 10.0 Total Staff** (No Change)

**TELLER**

ECE-12 Projected Enrollment: 78

- 1.0 ECE
- 4.0 K/Elementary
- 3.0 Secondary
- 1.0 Special Education
- 1.0 Site Administrator
- 10.0 Total Staff** (No Change)

**FY24**

**GAMBELL**

ECE - Projected Enrollment: 169

- 1.0 ECE
- 6.0 K/Elementary
- 6.0 MS-HS
- 1.0 Art
- 1.0 CTE
- 2.0 Special Education
- 1.0 Reading Facilitator
- 1.0 Counselor
- 2.0 Site Administrators
- 21.0 Total Staff** (No change)

**SAVOONGA**

ECE - Projected Enrollment:

- 1.0 ECE
- 7.0 K/Elementary
- 7.0 MS/HS
- 1.0 Art
- 2.0 Special Education
- 2.0 Instructional Coach
- 1.0 Counselor
- 2.0 Site Administrators
- 23.0 Total Staff** (No change)

**SHAKTOOLIK**

ECE - Projected Enrollment:

- 1.0 ECE
- 4.0 K/Elementary
- 3.0 Secondary
- 1.0 Special Education
- 1.0 Counselor\*** (reallocated from DO Itinerant)
- 1.0 Site Administrator
- 11.0 Total Staff**

**TELLER**

ECE - Projected Enrollment:

- 1.0 ECE
- 4.0 K/Elementary
- 3.0 Secondary
- 1.0 Special Education
- 1.0 Counselor\*** (grant-funded)
- 1.0 Site Administrator
- 11.0 Total Staff** (add 1 counselor)

**FY23**

**SHISHMAREF**

ECE-12 Projected Enrollment: 196

- 1.0 ECE
- 6.0 K/Elementary
- 7.0 MS-HS
- 1.0 Art
- 2.0 Special Education
- 1.0 Counselor
- 2.0 Site Administrators
- 20.0 Total Staff** (adding 1 counselor)

**ST. MICHAEL**

ECE-12 Projected Enrollment: 143

- 1.0 ECE
- 7.0 K/Elementary
- 5.0 MS-HS
- 1.0 CTE
- 1.0 Instructional Coach
- 2.0 Special Education
- 1.0 Counselor
- 2.0 Site Administrators
- 20.0 Total Staff** (adding 1 counselor)

**STEBBINS**

ECE-12 Projected Enrollment: 237

- 1.0 ECE
- 8.0 K/Elementary
- 4.0 MS-HS
- 1.0 CTE
- 1.0 Counselor
- 1.0 Instructional Coach
- 2.0 Special Education
- 2.0 Site Administrators
- 20.0 Total Staff** (No Change)

**FY24**

**SHISHMAREF**

ECE - Projected Enrollment: 186

- 1.0 ECE
- 6.0 K/Elementary
- 5.0 MS-HS
- 1.0 Art
- 2.0 Special Education
- 1.0 Counselor
- 2.0 Site Administrators
- 20.0 Total Staff** (No change)

**ST. MICHAEL**

ECE - Projected Enrollment:

- 1.0 ECE
- 7.0 K/Elementary
- 5.0 MS-HS
- 1.0 CTE
- 1.0 Instructional Coach
- 2.0 Special Education
- 1.0 Counselor
- 2.0 Site Administrators
- 20.0 Total Staff** (No change)

**STEBBINS**

ECE - Projected Enrollment:

- 1.0 ECE
- 8.0 K/Elementary
- 4.0 MS-HS
- 1.0 CTE
- 1.0 Counselor
- 1.0 Instructional Coach
- 2.0 Special Education
- 2.0 Site Administrators
- 20.0 Total Staff** (No change)

**FY23**

**UNALAKLEET**

ECE-12 Projected Enrollment: 175

1.0 ECE  
6.0 K/Elementary  
7.0 MS-HS  
1.0 Music  
1.0 CTE  
1.0 Counselor  
2.0 Special Education  
2.0 Site Administrators  
**21.0 Total Staff** (No Change)

**WALES**

ECE-12 Projected Enrollment: 42

3.0 K/Elementary  
2.0 MS/Secondary  
1.0 Special Education  
1.0 Site Administrator  
**7.0 Total Staff** (No Change)

**WHITE MOUNTAIN**

ECE-12 Projected Enrollment: 71

4.0 ECE-Elementary  
3.0 Secondary  
1.0 Special Education  
1.0 Site Administrator  
**9.0 Total Staff** (No Change)

**FY24**

**UNALAKLEET**

ECE - Projected Enrollment: 165

1.0 ECE  
6.0 K/Elementary  
7.0 MS-HS  
1.0 Music  
1.0 CTE  
1.0 Counselor  
2.0 Special Education  
2.0 Site Administrators  
**21.0 Total Staff** (No change)

**WALES**

ECE - Projected Enrollment:

3.0 K/Elementary  
2.0 MS/Secondary  
1.0 Special Education  
1.0 Site Administrator  
**7.0 Total Staff** (No change)

**WHITE MOUNTAIN**

ECE - Projected Enrollment: 67

4.0 ECE-Elementary  
3.0 Secondary  
1.0 Special Education  
**1.0 Counselor\* (grant-funded)**  
1.0 Site Administrator  
**10.0 Total Staff** (add 1 counselor)

**FY23**

**ITINERANT TEACHERS/SPECIALISTS**

- 4.0 Educational Technology
- 5.0 Itinerant Counselors
- 1.0 Itinerant Special Education Specialist
- 1.0 Itinerant School Psychologist
- 1.0 Itinerant Teacher (Art)
- 1.0 Itinerant Teacher (Math)
- 1.0 Itinerant Teacher (ELA)
- 1.0 Itinerant Teacher (Sci/SS)
- 1.0 Itinerant Teacher (ECE)
- 16.0 Total Staff (No Change)**

**ADMIN/DO**

- 1.0 Superintendent
- 1.0 Director of Curriculum and Instruction
- 1.0 Director of Maintenance
- 1.0 Director of Human Resources
- 1.0 Business Manager
- 1.0 Coordinator of Fed. Programs
- 1.0 Coordinator Instructional Support
- 1.0 Coordinator of CTE
- 1.0 Coordinator of Maintenance
- 1.0 Coordinator of Assessment
- 1.0 Coordinator of Special Education
- 1.0 Coordinator of Technology
- 1.0 Coordinator of Cultural Programs
- 1.0 Student Activities Specialist
- 1.0 Registrar
- 15.0 Total Staff (No Change)**

**PROFESSIONAL STAFF**

- 1.0 Pilot
- 1.0 Quality Control
- 1.0 HR Specialist
- 1.0 Payroll Manager
- 1.0 Travel Manager
- 1.0 Food Service Manager
- 6.0 Total Staff (No Change)**

**FY24**

**ITINERANT TEACHERS/SPECIALISTS**

- 4.0 Educational Technology
- ~~0.0 Itinerant Counselors~~
- ~~1.0 Itinerant Special Ed Specialist~~
- 1.0 Itinerant School Psychologist
- 1.0 Itinerant Teacher (Music/Art)
- 1.0 Itinerant Teacher (Math/Sci)
- 1.0 Itinerant Teacher (ELA/SS)
- ~~1.0 Itinerant Teacher (Sci/SS)\* (through attrition)~~
- 1.0 Itinerant Teacher (ECE)
- 9.0 Total Staff**

**ADMIN/DO**

- 1.0 Superintendent
- 1.0 Assistant Superintendent
- 1.0 Director of Curriculum and Instruction
- 1.0 Director of Maintenance
- 1.0 Director of Human Resources
- 1.0 Business Manager
- 1.0 Director of Student Services
- 1.0 Director of Educational Technology
- ~~1.0 Coordinator of Fed. Programs~~
- ~~1.0 Coordinator Instructional Support~~
- 1.0 Coordinator Counseling Services\* (grant-funded)
- 1.0 Coordinator of Itinerant CTE
- 1.0 Coordinator of Maintenance
- 1.0 Coordinator of Assessment
- 1.0 Coordinator of Special Education
- 1.0 Coordinator of Cultural Programs
- 1.0 Registrar
- 15.0 Total Staff**

**PROFESSIONAL STAFF**

- 1.0 Student Activities Specialist
- 1.0 Pilot
- 1.0 Quality Control
- 1.0 HR Specialist
- 1.0 Payroll Manager
- 1.0 Travel Manager
- 1.0 Food Service Manager
- 7.0 Total Staff (No change)**

**Descriptions and Performance Responsibilities are not meant to be complete below but a general idea that will be fleshed out at a later date.**

**Request 1:** Request that the Coordinator of Federal Programs and Professional Development position be reconfigured as Director of Federal Programs and Professional Development. (+10,369 with current staff member or -8,000 if new director)

**PROPOSAL:** Director of Federal Programs and Professional Development

**CONTRACT:** 245 days

**QUALIFICATIONS:** Alaska Type B Administrative Certificate preferred.

**JOB DESCRIPTION:** The Director of Federal Programs and Professional Development is responsible for all federal grants and programs such as Title I and Migrant Education as well as pre-school programs. The Director is also responsible for all Professional Development planning, support, implementation, related travel etc.

**PERFORMANCE RESPONSIBILITIES:**

- Exercise facilitative and proactive leadership in ensuring that federal and state resources provided through ESEA and IDEA are promoting the vision and mission of the District and the goals of ESEA.
- Work with interdepartmental representatives to ensure that the Districts federal resources provided through ESEA and IDEA support increased student achievement for all students and for each demographic subgroup, continuous school improvement and accountability, and improved instruction, assessment, and remediation.
- Coordinate the program implementation and fiscal aspects to meet the requirements of the Individuals with Disabilities Education Act (IDEA) and the Elementary and Secondary Education Act (ESEA) and related grants.
- Coordinate the development of project applications, applicable budgets, and amendments for ESEA and related grants.
- Collaborate with the district grants writer in the development of grants for District schools.
- Initiate interdepartmental activities to coordinate program requirements under ESEA.
- Oversee the budgets of ESEA and IDEA programs and other grant budgets as required.
- Collaborate with other departments and agencies to maximize resources with the goal of improving program and student outcomes.
- Coordinate the development and submission of all necessary reports and records for ESEA and IDEA programs and related grants to ensure that specified timelines are met.
- Assist schools in the development of federal budgets to ensure coordination of resources. Supervise the tracking of ESEA and IDEA related school allocations and budgets.
- Supervise department and school expenditures to ensure compliance with federal and state regulations.
- Prepare responses to specific requests for program information for ESEA programs as directed.
- Collaborate with district and school level personnel to conduct continuous program review, monitoring, and evaluation of ESEA and IDEA programs and related grants.
- Coordinate district-wide staff development.
- Coordinate site-specific and content-specific professional development for staff.

**Request 2:** Request that the Special Education Coordinator position be reconfigured as Director of Student Support Services encompassing both Special Education and School Counselor Services as is typical in like size districts in Alaska and in the Lower 48.  
**(+24,223 with current staff member or -8,000 if new director)**

**PROPOSAL:** Director of Student Support Services

**CONTRACT:** 245 days

**QUALIFICATIONS:** Alaska Type B Administrative Certificate required, along with Special Education endorsements and experience. Administrative experience preferred.

**JOB DESCRIPTION:** The Director of Student Support Services is responsible for the leadership, administration, supervision, and compliance of the district's programs in special education, Section 504 student plans, counseling, and gifted and talented programs. The Director of Student Support Services is also responsible for professional development for staff working with students having disabilities, maintaining partnerships and memorandum of agreements with community stakeholders, infant learning programs, and mental health agencies. The Director of Student Support Services will assist with coordinating and overseeing the district's work with social-emotional learning and student mental health concerns. The Director of Student Support Services is responsible for having special education representation on district curriculum development and providing evidence-based resources that allow students with disabilities to receive meaningful benefits from their education.

**PERFORMANCE RESPONSIBILITIES:**

- Define and interpret the professional functions of Student Support Services personnel to administrators, principals, teachers, students, parents, and the public.
- Direct all educational and support programs administered by the Student Support Services department and assure that these programs comply with federal/state laws and regulations.
- Recruit, hire, assign, and retain personnel to meet special education and counseling programming needs.
- Plan and direct ongoing staff development activities for Student Support Services staff consistent with the district's stated Mission and Strategic Plan and the identified needs of the Student Support Services department.
- Direct and support the professional guidance, supervision, development, and evaluation of building level and districtwide Student Support Services personnel.
- Assure the efficient utilization of district resources and the maintenance of a continuum of placements through a combination of local and regional service delivery options.
- Assure individual students with special needs placement in those educational options best suited to their individual needs.
- Establish effective liaison with the various offices and agencies within the region and state that provide specialized or professional help to students and their parents, and serve as the referral agent to these offices and agencies.
- Establish effective working relationships with other institutions in the community, region, and state that may be useful to teachers, parents, or students.

- Prepare and administer the budget for student support services, including the Title VI B grant, and gifted and talented programs.
- Coordinate all department activities with other directors in the district instructional team.
- Coordinate activities and services and act as a professional resource to the Department of Education and Early Development
- Ensure Special Education and 504 Program Compliance
- Effectively evaluate program Coordinator, Counselors, and Related Service Providers, as well as certified Special Education teachers and staff as needed. Development Memorandums of Agreement for contracted personnel.
- Perform other duties as assigned, including site visits as needed.

**Request 3:** Request that the Special Education Facilitator position be reconfigured as Special Education Coordinator  
(----- )

**PROPOSAL:** Coordinator of Special Education

**CONTRACT:** 215 days per year.

**QUALIFICATIONS:** Alaska Type B Administrative Certificate preferred. Administrative experience preferred. Special Education endorsements and experience required.

**JOB DESCRIPTION:**

The job of Special Education Coordinator is for the purpose of ensuring compliance to established policies, procedures and/or regulations; and addressing other duties and processes required to maintain, oversee and implement the district's Student Special Education Services program.

**PERFORMANCE RESPONSIBILITIES:**

- Support and mentor special education teachers and teams in designing needs-based professional development and continually assessing its effects on student learning and professional practice, coordinating revisions as assessment indicates.
- Assists in department and district-wide special education goal setting.
- Assists in the planning and implementation of professional development opportunities for staff.
- Assists principals and teachers to assure compliance with appropriate state and federal statutes and regulations governing special education services and procedures.
- Provide appropriate Professional Development to Special Education Teachers.
- Participate in IEP meetings as needed.
- Assist with maintaining and updating special education data systems and files.
- Serve as the Special Education Teacher for some small sites as needed.
- Serve as a liaison between related service itinerant providers.
- Assist with the collection of monthly and quarterly special education reports documenting enrollment changes, paraprofessional training, quarterly attendance & progress reports.
- Assist in the completion of file reviews at the District Office and site levels to ensure the district is meeting compliance regulations on state mandated paperwork.
- Provide distance and onsite support to IEP teams regarding IDEA compliance.
- Assist sites with development and monitoring of Functional Behavioral Assessments & Behavior Plans.

**Request 4:** Request the creation of a Coordinator of Counseling Services

**PROPOSAL:** Coordinator of Counseling Services using funds from School-Based Mental Health Services Grant Program (SBMH) if awarded. If not awarded then continue outsourcing coordination through an MOA.  
(0 grant funded)

**CONTRACT:** 215 days per year.

**QUALIFICATIONS:** Alaska Type C Certificate in School Counseling with at least 3 years of experience. Administrative experience preferred.

**JOB DESCRIPTION:**

The job of Coordinator of Counseling is for the purpose of ensuring a Comprehensive School Counseling Program is delivered in all district schools as well as supervision of School Counselors in the district.

**PERFORMANCE RESPONSIBILITIES:**

- Support and mentor School Counselors and design needs-based professional development and continually assess its effects on student outcomes and professional practice, coordinating revisions as assessment indicates.
- Assists in department and district-wide goal setting.
- Assists in the planning and implementation of professional development opportunities for staff.
- Assists principals and teachers to assure compliance with appropriate state and federal statutes and regulations.
- Supervise counselors in transition from other fields or on Emergency Certificates as well as Interns from UAF and other programs.
- Assist with maintaining appropriate records.
- Assist with the collection of data for grant reporting.
- Provide support for Suicide Prevention and Postvention.

**Request 5:** Request the elimination of the Coordinator of Instructional Support as this has not been filled recently and is not a position intended to be filled.

**(-105,000)**

**Request 6:** Request the addition of 3 more School Counselors (Golovin, White Mountain and Koyuk) using funds from School-Based Mental Health Services Grant Program (SBMH) if awarded. Continue with current number of counselors if not awarded this grant.

**(0 grant funded)**

**Request 7:** Request the elimination of the Coordinator of Program Support as this was historically grant funded and has not been funded in a number of years. This position is also undefined in job description so is a catch-all for various tasks that can be accomplished by aligning in other departments. For example, logins and access to Edgenuity, Fast ForWord and other software can be supported by Ed Tech.

**(114,000)**

**Request 8:** Request that through attrition the C&I facilitator positions be configured as Math/Science, ELA/SS, and Fine Arts. This would be 3 positions instead of the current 4. The workload change can be accomplished by taking away some duties that better fit as admin support or edtech as well as designing instruction, choosing materials and providing PD differently.

**Request 9:** Request the reallocation of staff over time to provide equitable staff to student ratios. This may also involve the addition of portable classrooms or remodeling at some sites to accommodate an additional staff. For FY24 it is anticipated that an additional staff would be afforded to Elim, White Mountain and Shaktoolik if a classroom can be divided in Elim and portable classrooms can be added to White Mountain and Shaktoolik.

**(0 reallocation only)**

**Request 10:** Request the addition of one classified position per site over time titled Behavioral Specialist using Title I funds. These will be added where training and space allow. This will follow the Teach to Heal model so that students have a “face and a place” to regulate themselves rather than escalating and facing discipline or suspension. This may require a portable space at some sites.

**(0 Title funds not general budget)**

**Request 11:** Request the creation of an Itinerant Coordinator of CTE Programs to support all sites in maintaining and improving offerings and rigor to students.  
(trade of Coordinator of Program Support for this one)

**PROPOSAL:** Itinerant Coordinator of CTE Programs

**CONTRACT:** 215 days per year.

**QUALIFICATIONS:** Alaska Type B Administrative Certificate preferred. Administrative experience preferred. CTE Experience preferred.

**JOB DESCRIPTION:**

The job of Itinerant Coordinator of CTE Programs is for the purpose of ensuring that all students have access to a variety of CTE classes, pre-employment skills and certifications and that there is fidelity in delivery of classes from site to site.

**PERFORMANCE RESPONSIBILITIES:**

- Visit each site on a regular basis.
- Assist in selecting CTE teaching staff.
- Assist in keeping CTE program supplies on hand at each site.
- Assist in maintaining equipment and tools at each site.
- Provide clear, visual pathways for students towards their CTE goals.
- Provide professional development and oversight to provide fidelity in class content.
- Drive the process for providing and tracking post-secondary readiness training such as NCCER, First Aid, CPR, Driver's Licenses, Hunter Safety, industry certifications and other various college, career and subsistence skills.

**Request 12:** Request the creation of an Assistant Superintendent  
(+143,864)

**PROPOSAL:** Assistant Superintendent for School Climate and Culture

**CONTRACT:** 260 days per year.

**QUALIFICATIONS:** Alaska Type B Administrative Certificate preferred. Administrative experience preferred.

**JOB DESCRIPTION:**

The job of Assistant Superintendent for School Climate and Culture is to assist the Superintendent in creating schools that serve all students and provide a welcoming environment while promoting connections with the communities we serve. Further the Assistant Superintendent will supervise district office staff in guiding the district to provide schools that reflect the values and teaching styles best suited to the region.

**PERFORMANCE RESPONSIBILITIES:**

- Visit each site on a regular basis.
- Supervise Coordinator of Cultural Integration
- Supervise District office staff in conjunction with Superintendent
- Direct and support “how” we conduct schools to provide engaging instruction and culturally appropriate practices
- Oversee professional development to promote learning that is aligned with standards, provides multiple pathways to post-secondary plans and fits the learning needs and styles of the region's students.
- Guide district process to provide a myriad of hands-on, project-based, culturally-relevant educational experiences grounded in student cultural identity that inspire a love of learning and desire to attend school.

**Request 13:** Request that the Educational Technology Coordinator position be reconfigured as Director of Educational Technology and Infrastructure encompassing both Educational Technology and Infrastructure design and support.  
(+25,086 current staff)

**PROPOSAL:** Director of Educational Technology and Infrastructure

**CONTRACT:** 245 days per year

**QUALIFICATIONS:** Alaska Type B Administrative Certificate preferred. Administrative experience preferred.

**JOB DESCRIPTION:**

**PERFORMANCE RESPONSIBILITIES:**

- Visit each site on a regular basis.
- Coordinate the infrastructure needed to support ever increasing internet demands.
- Coordinate the integration of technology into lessons to form highly engaging content for students.
- Provide professional development for the use of technology in all school settings while limiting individual student screen time.
- Create, train and support pre-employment and post-secondary preparation in the area of technology.
- Supervise staff in the IT department.
- Provide expertise for contract negotiations, project planning, cyber security and all aspects of technology for both staff and students.

**ACTION ITEM 1:** Motion needed to approve the request that the Coordinator of Federal Programs and Professional Development position be reconfigured as Director of Federal Programs and Professional Development.

**ACTION ITEM 2:** Motion needed to approve the request that the Special Education Coordinator position be reconfigured as Director of Student Support Services encompassing both Special Education and School Counselor Services as is typical in like size districts in Alaska and in the Lower 48.

**ACTION ITEM 3:** Motion needed to approve the request that the Special Education Facilitator position be reconfigured as Special Education Coordinator

**ACTION ITEM 4:** Motion needed to approve the request for the creation of a Coordinator of Counseling Services if the SBMH Grant is awarded.

**ACTION ITEM 5:** Motion needed to approve the request for the elimination of the Coordinator of Instructional Support as this has not been filled recently and is not a position intended to be filled.

**ACTION ITEM 6:** Motion needed to approve the request for the addition of 3 more School Counselors (Golovin, White Mountain and Koyuk) using funds from School-Based Mental Health Services Grant Program (SBMH) if awarded. Continue with current number of counselors if not awarded this grant.

**ACTION ITEM 7:** Motion needed to approve the request for the elimination of the Coordinator of Program Support.

**ACTION ITEM 8:** Motion needed to approve the request that through attrition the C&I facilitator positions be configured as Math/Science, ELA/SS, and Fine Arts.

**ACTION ITEM 9:** Motion needed to approve the request for the reallocation of staff over time to provide equitable staff to student ratios. This may also involve the addition of portable classrooms or remodeling at some sites to accommodate an additional staff. For FY24 it is anticipated that an additional staff would be afforded to Elim, White Mountain and Shaktoolik if a classroom can be divided in Elim and portable classrooms can be added to White Mountain and Shaktoolik.

**ACTION ITEM 10:** Motion needed to approve the request for the addition of one classified position per site over time titled Behavioral Specialist using Title I funds. These will be added where training and space allow. This will follow the Teach to Heal model so that students have a “face and a place” to regulate themselves rather than escalating and facing discipline or suspension. This may require a portable space at some sites.

**ACTION ITEM 11:** Motion needed to approve the request for the creation of an Itinerant Coordinator of CTE Programs to support all sites in maintaining and improving offerings and rigor to students.

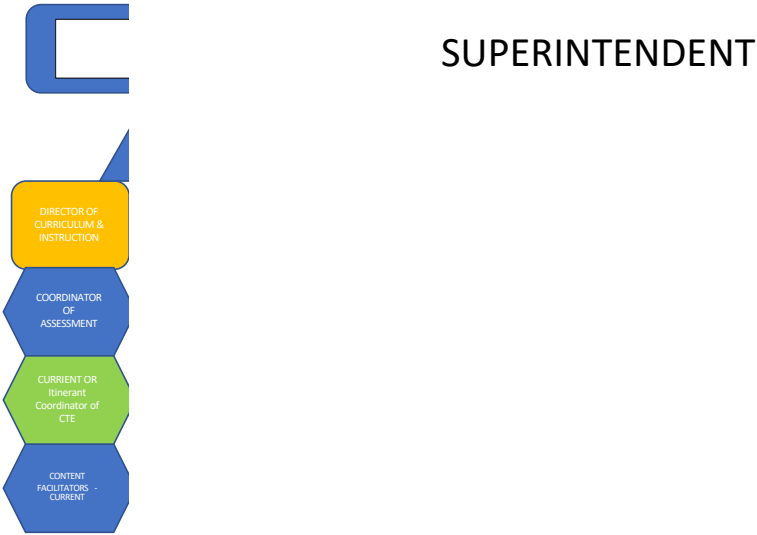
**ACTION ITEM 12:** Motion needed to approve the request for the creation of an Assistant Superintendent

**ACTION ITEM 13:** Motion needed to approve the request that the Educational Technology Coordinator position be reconfigured as Director of Educational Technology and Infrastructure encompassing both Educational Technology and Infrastructure design and support.

78  
79 **MOTION ITEM 1:** Annabelle Cunningham moved to approve at the committee level. Aaron  
80 Iworrigan seconded. Motion carried.

81 **MOTION ITEM 2:** Tabled  
82  
83 **MOTION ITEM 3:** Tabled  
84  
85 **MOTION ITEM 4:** Tabled  
86  
87 **MOTION ITEM 5:** Aaron Iworrihan moved to approve at the committee level. Jane Kava  
88 seconded. Motion carried.  
89  
90 **MOTION ITEM 6:** Tabled  
91  
92 **MOTION:** Annabelle Cunningham moved to take a break and resume at 2:10 pm. Silas  
93 Paniptchuk seconded. Motion carried.  
94 Silas Paniptchuk called the meeting back to order at 2:08 pm.  
95  
96 **MOTION ITEM 7:** Tabled  
97  
98 **MOTION ITEM 8:** Tabled  
99  
100 **MOTION ITEM 9:** Administrative Regulation (AR) Policy  
101  
102 **MOTION ITEM 10:** Not discussed  
103  
104 **MOTION ITEM 11:** Tabled  
105  
106 **MOTION ITEM 12:** Aaron Iworrihan moved to approve at the committee level. Jane Kava  
107 seconded. Motion carried.  
108  
109 **MOTION ITEM 13:** Annabelle Cunningham moved to approve at the committee level. Jane Kava  
110 seconded. Motion carried.  
111  
112 **ACTION ITEM C:** Organizational Chart was presented by Susan Nedza.  
113

**ACTION ITEM 6:** Motion needed to approve the organizational chart



Eliminate Instructional Support Coordinator Unfilled Position

114  
115

116 **MOTION:** Annabelle Cunningham moved to approve the amended Organizational Chart at the  
117 committee level. Jane Kava seconded. Motion carried.

118

119 IX. **PUBLIC COMMENTS:** None

120

121 X. **DATE, TIME, & LOCATION OF THE NEXT MEETING:** Wales School on February 2,2023

122

123 XI. **ADJOURNMENT:** Aaron Iworriagan moved to adjourn at 2:41 pm. Jane Kava seconded.  
124 Motion carried.

DISTRICT OFFICE  
**BERING STRAIT SCHOOL DISTRICT**  
P.O. BOX 225  
UNALAKLEET, AK 99684  
(907) 624-3611



**To:** Bering Strait School Board  
**Re:** FY25 Staffing

**From:** Tera Cunningham, Director of HR  
**Date:** December 13, 2023

Several factors are considered as we examine staffing for next year: state and federal funding for public school districts in Alaska, state and federal legislation in education (Alaska Reads Act), changes in student enrollment, and the general needs in schools. As we plan for next year, we request feedback from the school board on the topics listed below. We will gather data and request board action items at a later date.

**1. Maintenance**

- a. Change Maintenance Coordinator to Maintenance Specialist (Classified Exempt).
- b. Change Quality Control to Facilities Specialist (Classified Exempt).
- c. Change Inventory/Preventative Maintenance title/job description to Safety Officer (hourly).

**2. Bilingual/Bicultural Instructors**

- a. In FY24, all B/B Instructors were given the option to sign a contract or remain hourly employees.
- b. In FY25, all B/B Instructors will be Classified Exempt positions and on a contract.

**3. Pay Scales**

- a. Raise the base rate for the Classified positions.
- b. Adjust the administrative pay scale to accurately reflect the job descriptions through job analyses and evaluations.

**4. Possible Reductions**

- a. Following the parameters set in [AR 4117.3](#), create data thresholds for reducing staff at schools and in the district office.
- b. Data to consider will include:
  - i. Average daily membership (ADM)
  - ii. Special needs per site (special education, gifted and talented, CTE program, B/B program)

**5. BSEA/BSSD Negotiations**

- a. Current negotiated agreement expires at the end of this school year
- b. Meetings with BSEA will begin after the holiday break

**FY24****BREVIQ MISSION****ECE - Projected Enrollment:**

1.0 ECE  
 7.0 K/Elementary  
 1.0 MS  
 4.0 MS-HS  
 2.0 Special Education  
 1.0 Counselor  
 2.0 Site Administrator  
**18.0 Total Staff** (No change)

**DIOMEDE****K-12 Enrollment:**

2.0 K-Elementary  
 2.0 Secondary\* (reallocated from Wales)  
 1.0 Special Education  
 1.0 Principal-Teacher  
**6.0 Total Staff**

**ELIM****ECE - Projected Enrollment:**

1.0 ECE  
 5.0 K/Elementary  
 4.0 MS-HS  
 1.0 Special Education  
 1.0 Counselor\* (reallocated from DO Itinerant)  
 1.0 Site Administration  
**13.0 Total Staff** (added counselor)

**GOLOVIN****ECE - Projected Enrollment:**

1.0 ECE  
 3.0 Elementary  
 3.0 MS-HS  
 1.0 Special Education  
 1.0 Counselor\* (reallocated from DO Itinerant)  
 1.0 Site Administration  
**10.0 Total Staff**

**KOYUK****ECE - Projected Enrollment: 83**

1.0 ECE  
 5.0 K/Elementary  
 4.0 Secondary  
 1.0 Special Education  
 1.0 Counselor\* (grant-funded)  
 1.0 Site Administrator  
**13.0 Total Staff** (add 1 counselor)

**FY25****BREVIQ MISSION****ECE - Projected Enrollment:**

1.0 ECE  
 7.0 K/Elementary  
 1.0 MS  
 4.0 MS-HS  
 2.0 Special Education  
 1.0 Counselor  
 2.0 Site Administrator  
**18.0 Total Staff** (No change)

**DIOMEDE****K-12 Enrollment: 19**

2.0 K-Elementary  
 2.0 Secondary  
 1.0 Special Education  
 1.0 Principal-Teacher  
**6.0 Total Staff** (No change)

**ELIM****ECE - Projected Enrollment: 106**

1.0 ECE  
 5.0 K/Elementary  
 4.0 MS-HS  
 1.0 Special Education  
 1.0 Counselor  
 1.0 Site Administration  
**13.0 Total Staff** (No change)

**GOLOVIN****ECE - Projected Enrollment:**

1.0 ECE  
 3.0 Elementary  
 3.0 MS-HS  
 1.0 Special Education  
 1.0 Counselor  
 1.0 Site Administration  
**10.0 Total Staff** (No change)

**KOYUK****ECE - Projected Enrollment:**

1.0 ECE  
 5.0 K/Elementary  
 4.0 Secondary  
 1.0 Special Education  
 1.0 Counselor\* (grant-funded)  
 1.0 Site Administrator

**13.0 Total Staff (No change)**

**FY24**

**GAMBELL**

ECE - Projected Enrollment: 169

- 1.0 ECE
- 6.0 K/Elementary
- 6.0 MS-HS
- 1.0 Art
- 1.0 CTE
- 2.0 Special Education
- 1.0 Reading Facilitator
- 1.0 Counselor
- 2.0 Site Administrators
- 21.0 Total Staff (No change)**

**SAVOONGA**

ECE - Projected Enrollment:

- 1.0 ECE
- 6.0 K/Elementary
- 8.0 MS/HS
- 1.0 Art
- 2.0 Special Education
- 1.0 Counselor
- 2.0 Site Administrators
- 21.0 Total Staff (reallocated 2 teachers)**

**SHAKTOOLIK**

ECE - Projected Enrollment:

- 1.0 ECE
- 4.0 K/Elementary
- 3.0 Secondary
- 1.0 Special Education
- 1.0 Counselor
- 1.0 Site Administrator
- 11.0 Total Staff**

**TELLER**

ECE - Projected Enrollment:

- 1.0 ECE
- 4.0 K/Elementary
- 3.0 Secondary
- 1.0 Special Education
- 1.0 Counselor\* (grant-funded)
- 1.0 Site Administrator
- 11.0 Total Staff (add 1 counselor)**

**FY25**

**GAMBELL**

ECE - Projected Enrollment:

- 1.0 ECE
- 6.0 K/Elementary
- 6.0 MS-HS
- 1.0 Art
- 1.0 CTE
- 2.0 Special Education
- 1.0 Reading Facilitator
- 1.0 Counselor
- 2.0 Site Administrators
- 21.0 Total Staff (No change)**

**SAVOONGA**

ECE - Projected Enrollment:

- 1.0 ECE
- 6.0 K/Elementary
- 8.0 MS/HS
- 1.0 Art
- 2.0 Special Education
- 1.0 Counselor
- 2.0 Site Administrators
- 21.0 Total Staff (No change)**

**SHAKTOOLIK**

ECE - Projected Enrollment: 73

- 1.0 ECE
- 4.0 K/Elementary
- 3.0 Secondary
- 1.0 Special Education
- 1.0 Counselor
- 1.0 Site Administrator
- 11.0 Total Staff (No change)**

**TELLER**

ECE - Projected Enrollment: 66

- 1.0 ECE
- 4.0 K/Elementary
- 3.0 Secondary
- 1.0 Special Education
- 1.0 Counselor (grant-funded)
- 1.0 Site Administrator
- 11.0 Total Staff (No change)**

**FY24**

**SHISHMAREF**

ECE - Projected Enrollment: 186

- 1.0 ECE
- 6.0 K/Elementary
- 5.0 MS-HS
- 1.0 Art
- 2.0 Special Education
- 1.0 Counselor
- 2.0 Site Administrators
- 20.0 Total Staff (No change)**

**ST. MICHAEL**

ECE - Projected Enrollment:

- 1.0 ECE
- 7.0 K/Elementary
- 5.0 MS-HS
- 1.0 CTE
- 1.0 Instructional Coach
- 2.0 Special Education
- 1.0 Counselor
- 2.0 Site Administrators
- 20.0 Total Staff (No change)**

**STEBBINS**

ECE - Projected Enrollment:

- 1.0 ECE
- 8.0 K/Elementary
- 4.0 MS-HS
- 1.0 CTE
- 1.0 Counselor
- 1.0 Instructional Coach
- 2.0 Special Education
- 2.0 Site Administrators
- 20.0 Total Staff (No change)**

**FY25**

**SHISHMAREF**

ECE - Projected Enrollment:

- 1.0 ECE
- 6.0 K/Elementary
- 5.0 MS-HS
- 1.0 Art
- 2.0 Special Education
- 1.0 Counselor
- 2.0 Site Administrators
- 20.0 Total Staff (No change)**

**ST. MICHAEL**

ECE - Projected Enrollment:

- 1.0 ECE
- 7.0 K/Elementary
- 5.0 MS-HS
- 1.0 CTE
- 1.0 Instructional Coach
- 2.0 Special Education
- 1.0 Counselor
- 2.0 Site Administrators
- 20.0 Total Staff (No change)**

**STEBBINS**

ECE - Projected Enrollment:

- 1.0 ECE
- 8.0 K/Elementary
- 4.0 MS-HS
- 1.0 CTE
- 1.0 Counselor
- 1.0 Instructional Coach
- 2.0 Special Education
- 2.0 Site Administrators
- 20.0 Total Staff (No change)**

**FY24**

**UNALAKLEET**

ECE - Projected Enrollment: 165

- 1.0 ECE
- 6.0 K/Elementary
- 7.0 MS-HS
- 1.0 Music
- 1.0 CTE
- 1.0 Counselor
- 2.0 Special Education
- 2.0 Site Administrators
- 21.0 Total Staff** (No change)

**WALES**

ECE - Projected Enrollment:

- 2.0 K/Elementary
- 2.0 MS/Secondary
- 1.0 Special Education
- 1.0 Site Administrator
- 6.0 Total Staff**

**WHITE MOUNTAIN**

ECE - Projected Enrollment: 67

- 5.0 ECE-Elementary
- 3.0 Secondary
- 1.0 Special Education
- 1.0 Counselor\* (grant-funded)
- 1.0 Site Administrator
- 11.0 Total Staff** (add teacher & counselor)

**FY25**

**UNALAKLEET**

ECE - Projected Enrollment: 168

- 1.0 ECE
- 6.0 K/Elementary
- 7.0 MS-HS
- 1.0 Music
- 1.0 CTE
- 1.0 Counselor
- 2.0 Special Education
- 2.0 Site Administrators
- 21.0 Total Staff** (No change)

**WALES**

ECE - Projected Enrollment:

- 2.0 K/Elementary
- 2.0 MS/Secondary
- 1.0 Special Education
- 1.0 Site Administrator
- 6.0 Total Staff** (No change)

**WHITE MOUNTAIN**

ECE - Projected Enrollment:

- 5.0 ECE-Elementary
- 3.0 Secondary
- 1.0 Special Education
- 1.0 Counselor (grant-funded)
- 1.0 Site Administrator
- 11.0 Total Staff** (No change)

- 1 Food Service Manager
- 7 Total Staff**

**FY24**

**ITINERANT TEACHERS/SPECIALISTS**

- 4 Educational Technology
- 1 Itinerant School Psychologist
- 1 Itinerant Teacher (Music/Art)
- 1 Itinerant Teacher (Math)
- 1 Itinerant Teacher (ELA)
- 1 Itinerant Teacher (Sci/SS)
- 1 Itinerant Teacher (ECE)
- 10 Total Staff**

**ADMIN/DO**

- 1 Superintendent
- 1 Assistant Superintendent
- 1 Director of Curriculum and Instruction
- 1 Director of Maintenance
- 1 Director of Human Resources
- 1 Business Manager
- 1 Director of Student Services
- 1 Director of Educational Technology
- 1 Coordinator of Fed. Programs & Grants
- 1 Coordinator Instructional Support
- 1 Coordinator Counseling Services\* (grant-funded)
- 1 Coordinator of Itinerant CTE
- 1 Coordinator of Maintenance
- 1 Coordinator of Assessment
- 1 Coordinator of Special Education
- 1 Coordinator of Cultural Programs
- 1 Registrar
- 17 Total Staff**

**PROFESSIONAL STAFF**

- 1 Student Activities Specialist
- 1 Pilot
- 1 Quality Control
- 1 HR Specialist
- 1 Payroll Manager
- 1 Travel Manager

5

**FY25**

**ITINERANT TEACHERS/SPECIALISTS**

- 4 Educational Technology
- 1 Itinerant School Psychologist
- 1 Itinerant Facilitator/Teacher
- 1 Itinerant Facilitator/Teacher
- 1 Itinerant Facilitator/Teacher
- 1 Itinerant Facilitator/Teacher
- 1 Itinerant Facilitator/Teacher
- 10 Total Staff**

**ADMIN/DO**

- 1 Superintendent
- 1 Assistant Superintendent
- 1 Director of Curriculum and Instruction
- 1 Director of Maintenance
- 1 Director of Human Resources
- 1 Business Manager
- 1 Director of Student Services
- 1 Director of Educational Technology
- 1 Coordinator of Fed. Programs & Grants
- 1 Coordinator Instructional Support
- 1 Coordinator Counseling Services
- 1 Coordinator of Itinerant CTE
- ~~1 Coordinator of Maintenance~~
- 1 Coordinator of Assessment
- 1 Coordinator of Special Education
- 1 Coordinator of Cultural Programs
- 1 Registrar
- 16 Total Staff**

**PROFESSIONAL STAFF**

- 1 Student Activities Specialist
- 1 Pilot
- 1 Quality Control
- 1 HR Specialist
- 1 Payroll Manager

- 1 Travel Manager
- 1 Food Service Manager
- 1 Facilities Specialist
- 1 Maintenance Specialist
- 22 Bilingual/Bicultural Instructors (all sites)
- 31 Total Staff**

## District Office

FY24 Current				FY25 Proposed		
Title	Hrs	Days	Title	Hrs	Days	
Accountant	7.5	245	Accountant	7.5	245	
Accts Pay Clerk	7.5	245	Accts Pay Clerk	7.5	245	
Benefits Specialist	7.5	250	Benefits Specialist	7.5	250	
Custodian	7.5	225	Custodian	7.5	225	
Ed Tech Specialist	7.5	200	Ed Tech Specialist	7.5	200	
Invent/Prev/Maint	7.5	225	Invent/Prev/Maint	7.5	225	
Itin Lic Journeyman - Boiler Operator	7.5	260	Itin Lic Journeyman - Boiler Operator	7.5	260	
Itin Lic Journeyman - Electrician	7.5	260	Itin Lic Journeyman - Electrician	7.5	260	
Itin Lic Journeyman - Plumber	7.5	260	Itin Lic Journeyman - Plumber	7.5	260	
Itin Skilled Trades	7.5	250	Itin Skilled Trades	7.5	250	
Itin Skilled Trades	7.5	260	Itin Skilled Trades	7.5	260	
Itin Skilled Trades - Carpenter	7.5	260	Itin Skilled Trades - Carpenter	7.5	260	
Itin Skilled Trades - Carpenter	7.5	260	Itin Skilled Trades - Carpenter	7.5	260	
Itin Skilled Trades - Mechanic	7.5	260	Itin Skilled Trades - Mechanic	7.5	260	
Itin Trade Helper	7.5	225	Itin Trade Helper	7.5	225	
Itin Trade Helper	7.5	260	Itin Trade Helper	7.5	260	
Itin Trade Helper	7.5	260	Itin Trade Helper	7.5	260	
Payroll Clerk	7.5	250	Payroll Clerk	7.5	250	
Purchasing Agent	7.5	215	Purchasing Agent	7.5	215	
Secretary - Activities	7.0	215	Secretary - Activities	7.0	215	
Secretary - Maintenance	7.5	245	Secretary - Maintenance	7.5	245	
Secretary - Migrant	7.0	215	Secretary - Migrant	7.0	215	
Secretary - Media	7.0	180	Secretary - Media	7.0	180	
Secretary - Special Education	7.5	215	Secretary - Special Education	7.5	215	
Secretary - Executive	7.5	215	Secretary - Executive	7.5	215	
Secretary - Ed Tech	7.0	215	Secretary - Ed Tech	7.0	215	
			Travel/Hangar Assistant	7.5	250	

Request(s):

## Brevig Mission

### FY24 Current

### FY25 Proposed

Title	Hrs	Days	Title	Hrs	Days	20
Comm Rec Supervisor	4.0	165	Comm Rec Supervisor	4.0	165	
Cook I	5.5	181	Cook I	5.5	181	
Cook I	4.0	181	Cook I	4.0	181	
Custodian	7.5	230	Custodian	7.5	230	
Custodian	4.0	220	Custodian	4.0	220	
Ed Aide	5.5	180	Ed Aide	5.5	180	
Ed Aide	6.5	180	Ed Aide	6.5	180	
Ed Aide	6.0	180	Ed Aide	6.0	180	
Ed Aide B/B	6.5	180	<i>Prof list</i>	7.5	192	
Ed Aide CTE	6.5	180	Ed Aide CTE	6.5	180	
Ed Aide Ind. Ed	6.5	180	Ed Aide Ind. Ed	6.5	180	
Ed Aide Media	6.0	180	Ed Aide Media	6.0	180	
Ed Aide Migrant/Title 1	6.5	180	Ed Aide Migrant/Title 1	6.5	180	
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180	
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180	
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180	
Ed Aide Spec Ed	5.75	180	Ed Aide Spec Ed	5.75	180	
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180	
Head Cook	6.5	181	Head Cook	6.5	181	
Maint/Cust	7.5	230	Maint/Cust	7.5	230	
Secretary	7.25	180	Secretary	7.25	180	

Request(s):

# Diomede

## FY24 Current

## FY25 Proposed

<b>Title</b>	<b>Hrs</b>	<b>Days</b>	<b>Title</b>	<b>Hrs</b>	<b>Days</b>
Comm Rec Supervisor	4.0	165	Comm Rec Supervisor	4.0	165
Custodian	6.5	180	Custodian	6.5	180
Ed Aide	6.5	180	Ed Aide	6.5	180
Ed Aide B/B	6.5	180	B/B Instructor	7.5	192
Ed Aide Spec Ed	4.0	180	Ed Aide Spec Ed	4.0	180
Head Cook	8.0	181	Head Cook	8.0	181
Maint/Cust	7.5	230	Maint/Cust	7.5	230
Secretary/Ed Aide	6.5	180	Secretary/Ed Aide	6.5	180

Request(s):

# Elim

## FY24 Current

## FY25 Proposed

<b>Title</b>	<b>Hrs</b>	<b>Days</b>	<b>Title</b>	<b>Hrs</b>	<b>Days</b>
Comm Rec Supervisor	4.0	165	Comm Rec Supervisor	4.0	165
Cook I	6.0	181	Cook I	6.0	181
Custodian	4.0	180	Custodian	4.0	180
Custodian	7.5	230	Custodian	7.5	230
Ed Aide	6.5	180	Ed Aide	6.5	180
Ed Aide B/B	6.5	180	B/B Instructor	7.5	192
Ed Aide CTE	4.0	180	Ed Aide CTE	4.0	180
Ed Aide Ind. Ed	6.5	180	Ed Aide Ind. Ed	6.5	180
Ed Aide Migrant/Title 1	6.5	180	Ed Aide Migrant/Title 1	6.5	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Head Cook	6.0	181	Head Cook	6.0	181
Maint/Cust	7.5	230	Maint/Cust	7.5	230
Secretary	7.0	180	Secretary	7.0	180
Secretary/Media	2.0	180	Secretary/Media	2.0	180

Request(s):

# Gambell

## FY24 Current

## FY25 Proposed

Title	Hrs	Days	Title	Hrs	Days	
Comm Rec Supervisor	4.0	165	Comm Rec Supervisor	4.0	165	25
Cook I	6.5	181	Cook I	6.5	181	
Cook I	6.5	181	Cook I	6.5	181	
Custodian	7.5	220	Custodian	7.5	220	
Custodian	7.5	220	Custodian	7.5	220	
Ed Aide	6.5	180	Ed Aide	6.5	180	
Ed Aide	6.5	180	Ed Aide	6.5	180	
Ed Aide	6.5	180	Ed Aide	6.5	180	
Ed Aide B/B	7.5	180	<i>Prof list</i>	7.0	189	
Ed Aide B/B	6.5	180	<i>Prof list</i>	7.0	189	
Ed Aide B/B	6.5	182	<i>Prof list</i>	7.0	189	
Ed Aide B/B	6.5	180	Ed Aide B/B	6.5	180	
Ed Aide Ind. Ed	6.5	180	Ed Aide Ind. Ed	6.5	180	
Ed Aide Migrant/Title 1	5.0	180	Ed Aide Migrant/Title 1	5.0	180	
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180	
Ed Aide Spec Ed	4.0	180	Ed Aide Spec Ed	4.0	180	
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180	
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180	
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180	
Head Cook	7.0	181	Head Cook	7.0	181	
LRE	6.5	182	LRE-B/B Instructor	7.5	192	
Maint/Cust	7.5	230	Maint/Cust	7.5	230	
Secretary	7.5	180	Secretary	7.5	180	
Secretary/B/B	6.5	180	B/B Instructor	7.5	192	
Secretary/Media	6.75	180	Secretary/Media	6.75	180	

Request(s):

# Golovin

## FY24 Current

## FY25 Proposed

<b>Title</b>	<b>Hrs</b>	<b>Days</b>	<b>Title</b>	<b>Hrs</b>	<b>Days</b>
Comm Rec Supervisor	4.0	165	Comm Rec Supervisor	4.0	165
Cook I	3.5	181	Cook I	3.5	181
Custodian	7.5	230	Custodian	7.5	230
Ed Aide	6.5	180	Ed Aide	6.5	180
Ed Aide CTE	5.0	180	Ed Aide CTE	5.0	180
Ed Aide Ind. Ed	6.5	180	Ed Aide Ind. Ed	6.5	180
Ed Aide Migrant/Title 1	6.5	180	Ed Aide Migrant/Title 1	6.5	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Head Cook	6.0	181	Head Cook	6.0	181
LRE	6.5	182	LRE-B/B Instructor	7.5	192
Maint/Cust	7.5	230	Maint/Cust	7.5	230
Secretary	6.0	180	Secretary	6.0	180

Request(s):

# Koyuk

## FY24 Current

## FY25 Proposed

<b>Title</b>	<b>Hrs</b>	<b>Days</b>	<b>Title</b>	<b>Hrs</b>	<b>Days</b>
Comm Rec Supervisor	4.0	165	Comm Rec Supervisor	4.0	165
Cook I	6.5	181	Cook I	6.5	181
Custodian	4.0	180	Custodian	4.0	180
Custodian	7.5	180	Custodian	7.5	180
Ed Aide B/B	6.0	180	<i>Prof list</i>	7.0	189
Ed Aide Ind. Ed	7.0	180	Ed Aide Ind. Ed	7.0	180
Ed Aide Migrant/Title 1	6.0	180	Ed Aide Migrant/Title 1	6.0	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Ed Aide Spec Ed	7.0	180	Ed Aide Spec Ed	7.0	180
Ed Aide Spec Ed	7.5	180	Ed Aide Spec Ed	7.5	180
Head Cook	7.0	181	Head Cook	7.0	181
Maint/Cust	7.5	230	Maint/Cust	7.5	230
Media Clerk	7.5	180	Media Clerk	7.5	180
Secretary	6.5	180	Secretary	6.5	180

Request(s):

# Savoonga

## FY24 Current

## FY25 Proposed

<b>Title</b>	<b>Hrs</b>	<b>Days</b>	<b>Title</b>	<b>Hrs</b>	<b>Days</b>
Comm Rec Supervisor	4.0	165	Comm Rec Supervisor	4.0	165
Cook I	6.5	181	Cook I	6.5	181
Cook I	5.5	181	Cook I	5.5	181
Cook I	6.0	181	Cook I	6.0	181
Custodian	5.0	230	Custodian	5.0	230
Custodian	7.5	230	Custodian	7.5	230
Custodian	5.0	230	Custodian	5.0	230
Ed Aide	6.0	180	Ed Aide	6.0	180
Ed Aide	5.5	180	Ed Aide	5.5	180
Ed Aide	6.5	180	Ed Aide	6.5	180
Ed Aide	5.5	180	Ed Aide	5.5	180
Ed Aide	6.5	180	Ed Aide	6.5	180
Ed Aide	6.0	180	Ed Aide	6.0	180
Ed Aide B/B	6.0	180	<i>Prof list</i>	7.0	189
Ed Aide B/B	6.0	182	<i>Prof list</i>	7.0	189
Ed Aide B/B	6.0	180	<i>Prof list</i>	7.0	189
Ed Aide CTE	7.0	180	Ed Aide CTE	7.0	180
Ed Aide Ind. Ed	6.0	180	Ed Aide Ind. Ed	6.0	180
Ed Aide Media	6.0	180	Ed Aide Media	6.0	180
Ed Aide Migrant/Title 1	6.5	180	Ed Aide Migrant/Title 1	6.5	180
Ed Aide Spec Ed	6.0	180	Ed Aide Spec Ed	6.0	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Ed Aide Spec Ed	6.0	180	Ed Aide Spec Ed	6.0	180
Head Cook	6.5	181	Head Cook	6.5	181
Maint/Cust	7.5	230	Maint/Cust	7.5	230
Secretary	6.5	180	Secretary	6.5	180

Request(s):

# Shaktoolik

## FY24 Current

## FY25 Proposed

<b>Title</b>	<b>Hrs</b>	<b>Days</b>	<b>Title</b>	<b>Hrs</b>	<b>Days</b>
Comm Rec Supervisor	4.0	165	Comm Rec Supervisor	4.0	165
Cook I	5.0	181	Cook I	5.0	181
Custodian	7.5	230	Custodian	7.5	230
Ed Aide	6.5	180	Ed Aide	6.5	180
Ed Aide	5.0	180	Ed Aide	5.0	180
Ed Aide	5.0	180	Ed Aide	5.0	180
Ed Aide B/B	6.25	180	<i>moved to Prof list</i>	7.0	189
Ed Aide CTE	7.0	180	Ed Aide CTE	7.0	180
Ed Aide Ind. Ed	6.0	180	Ed Aide Ind. Ed	6.0	180
Ed Aide Migrant	6.5	180	Ed Aide Migrant	6.5	180
Ed Aide Spec Ed	6.0	180	Ed Aide Spec Ed	6.0	180
Ed Aide Spec Ed	6.25	180	Ed Aide Spec Ed	6.25	180
Head Cook	6.5	181	Head Cook	6.5	181
Maint/Cust	7.5	230	Maint/Cust	7.5	230
Secretary	6.0	180	Secretary	6.0	180
Secretary/Media	6.0	180	Secretary/Media	6.0	180

Request(s):

# Shishmaref

## FY24 Current

## FY25 Proposed

Title	Hrs	Days	Title	Hrs	Days
Comm Rec Supervisor	4.0	165	Comm Rec Supervisor	4.0	165
Cook I	6.5	181	Cook I	6.5	181
Cook I	4.5	181	Cook I	4.5	181
Custodian	7.5	180	Custodian	7.5	180
Custodian	3.5	180	Custodian	3.5	180
Custodian	7.5	220	Custodian	7.5	220
Ed Aide	5.0	180	Ed Aide	5.0	180
Ed Aide	6.5	180	Ed Aide	6.5	180
Ed Aide	6.5	180	Ed Aide	6.5	180
Ed Aide	5.5	180	Ed Aide	5.5	180
Ed Aide B/B	6.5	180	<i>Prof list</i>	7.0	189
Ed Aide B/B	7.0	182	<i>Prof list</i>	7.0	189
Ed Aide CTE	5.0	180	Ed Aide CTE	5.0	180
Ed Aide Ind. Ed	6.5	180	<i>Prof list</i>	7.0	189
Ed Aide Migrant/Title 1	6.5	180	Ed Aide Migrant/Title 1	6.5	180
Ed Aide Spec Ed	6.0	180	Ed Aide Spec Ed	6.0	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Ed Aide Spec Ed	5.0	180	Ed Aide Spec Ed	5.0	180
Ed Aide Spec Ed	2.0	180	Ed Aide Spec Ed	2.0	180
Ed Aide Spec Ed	5.5	180	Ed Aide Spec Ed	5.5	180
Ed Aide Spec Ed	6.0	180	Ed Aide Spec Ed	6.0	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Head Cook	6.5	181	Head Cook	6.5	181
Maint/Cust	7.5	230	Maint/Cust	7.5	230
Secretary	7.0	180	Secretary	7.0	180
Secretary/Media	6.5	180	Secretary/Media	6.5	180

Request(s):

## St. Michael

### FY24 Current

### FY25 Proposed

Title	Hrs	Days	Title	Hrs	Days
Comm Rec Superviso	4.0	165	Comm Rec Superviso	4.0	165
Cook I	4.0	181	Cook I	4.0	181
Cook I	6.5	181	Cook I	6.5	181
Custodian	7.5	220	Custodian	7.5	220
Custodian	7.5	230	Custodian	7.5	230
Ed Aide	6.5	180	Ed Aide	6.5	180
Ed Aide	7.0	180	Ed Aide	7.0	180
Ed Aide	6.5	180	Ed Aide	6.5	180
Ed Aide Ind. Ed	5.0	180	Ed Aide Ind. Ed	5.0	180
Ed Aide Media	6.5	180	Ed Aide Media	6.5	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Head Cook	6.5	182	Head Cook	6.5	182
LRE	6.5	182	<i>moved to Prof list</i>	7.0	189
Maint/Cust	7.5	230	Maint/Cust	7.5	230
Secretary	7.0	180	Secretary	7.0	180
Title 1 Aide	6.5	180	Title 1 Aide	6.5	180

Request(s):

## Stebbins

### FY24 Current

### FY25 Proposed

<b>Title</b>	<b>Hrs</b>	<b>Days</b>	<b>Title</b>	<b>Hrs</b>	<b>Days</b>
Comm Rec Supervisor	4.0	165	Comm Rec Supervisor	4.0	165
Cook I	6.0	181	Cook I	6.0	181
Cook I	4.0	181	Cook I	4.0	181
Cook I	4.0	181	Cook I	4.0	181
Custodian	6.5	220	Custodian	6.5	220
Custodian	6.5	230	Custodian	6.5	230
Ed Aide	6.5	180	Ed Aide	6.5	180
Ed Aide	4.0	180	Ed Aide	4.0	180
Ed Aide	6.5	180	Ed Aide	6.5	180
Ed Aide	4.0	180	Ed Aide	4.0	180
Ed Aide	6.5	180	Ed Aide	6.5	180
Ed Aide	6.5	180	Ed Aide	6.5	180
Ed Aide B/B	6.5	180	B/B Instructor	7.5	192
Ed Aide B/B	6.5	180	B/B Instructor	7.5	192
Ed Aide Ind. Ed	6.5	180	Ed Aide Ind. Ed	6.5	180
Ed Aide Migrant/Title 1	6.5	180	Ed Aide Migrant/Title 1	6.5	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Head Cook	6.0	181	Head Cook	6.0	181
Maint/Cust	7.5	230	Maint/Cust	7.5	230
Secretary	7.5	180	Secretary	7.5	180
Secretary/Media	4.0	180	Secretary/Media	4.0	180

Request(s):

## Teller

### FY24 Current

### FY25 Proposed

<b>Title</b>	<b>Hrs</b>	<b>Days</b>	<b>Title</b>	<b>Hrs</b>	<b>Days</b>
Comm Rec Supervisor	4.0	165	Comm Rec Supervisor	4.0	165
Cook I	5.0	181	Cook I	5.0	181
Custodian	6.5	230	Custodian	6.5	230
Ed Aide	6.5	180	Ed Aide	6.5	180
Ed Aide B/B	6.5	180	B/B Instructor	7.50	192
Ed Aide Ind. Ed	6.5	180	Ed Aide Ind. Ed	6.5	180
Ed Aide Migrant/Title 1	6.5	180	Ed Aide Migrant/Title 1	6.5	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Head Cook	6.0	181	Head Cook	6.0	181
Maint/Cust	7.5	230	Maint/Cust	7.5	230
Maint/Cust	6.0	180	Maint/Cust	6.0	180
Secretary	7.5	180	Secretary	7.5	180

Request(s):

## Unalakleet

### FY24 Current

### FY25 Proposed

Title	Hrs	Days	Title	Hrs	Days
Comm Rec Supervisor	4.0	165	Comm Rec Supervisor	4.0	165
Cook I	6.5	181	Cook I	6.5	181
Cook I	6.5	181	Cook I	6.5	181
Custodian	7.5	230	Custodian	7.5	230
Custodian	7.5	230	Custodian	7.5	230
Ed Aide	6.5	180	Ed Aide	6.5	180
Ed Aide	6.5	180	Ed Aide	6.5	180
Ed Aide	6.5	180	Ed Aide	6.5	180
Ed Aide	6.5	180	Ed Aide	6.5	180
Ed Aide B/B	6.5	180	Ed Aide B/B	6.5	180
Ed Aide Ind. Ed	6.5	180	Ed Aide Ind. Ed	6.5	180
Ed Aide Migrant/Title 1	3.25	180	Ed Aide Migrant/Title 1	3.25	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Head Cook	7.0	181	Head Cook	7.0	181
LRE	6.5	182	<i>Prof list</i>	7.0	189
Maint/Cust	7.5	230	Maint/Cust	7.5	230
Secretary	7.5	185	Secretary	7.5	185

Request(s):

## Wales

### FY24 Current

### FY25 Proposed

<b>Title</b>	<b>Hrs</b>	<b>Days</b>	<b>Title</b>	<b>Hrs</b>	<b>Days</b>
Comm Rec Supervisor	4.0	165	Comm Rec Supervisor	4.0	165
Cook I	3.0	181	Cook I	3.0	181
Custodian	6.0	220	Custodian	6.0	220
Ed Aide Ind. Ed	5.5	180	Ed Aide Ind. Ed	5.5	180
Ed Aide Spec Ed	6.5	180	Ed Aide Spec Ed	6.5	180
Head Cook	7.0	181	Head Cook	7.0	181
Maint/Cust	7.5	230	Maint/Cust	7.5	230
Secretary/Media	7.0	180	Secretary/Media	7.0	180
Title 1 Aide	6.5	180	Title 1 Aide	6.5	180
Ed Aide B/B	6.5	180	<i>moved to Prof list</i>	7.0	189

Request(s):

# White Mountain

## FY24 Current

## FY25 Proposed

<b>Title</b>	<b>Hrs</b>	<b>Days</b>	<b>Title</b>	<b>Hrs</b>	<b>Days</b>
Comm Rec Supervisor	4.0	165	Comm Rec Supervisor	4.0	165
Cook I	5.5	181	Cook I	5.5	181
Custodian	7.5	230	Custodian	7.5	230
Ed Aide Ind. Ed	5.5	180	Ed Aide Ind. Ed	5.5	180
Ed Aide Spec Ed	4.25	180	Ed Aide Spec Ed	4.25	180
Head Cook	6.0	181	Head Cook	6.0	181
Maint/Cust	7.5	230	Maint/Cust	7.5	230
Secretary/Ed Aide	8.0	180	Secretary/Ed Aide	8.0	180
Ed Aide B/B	6.5	180	<i>Prof list</i>	7.0	189

Request(s):