

Board Work Session
Wednesday, September 10, 2025 10:00 AM
Alaskan

Via Google Meet
PO Box 225
Unalakleet, Alaska 99684

Milton Cheemuk: Present
Richard Elachik Sr: Present
Aaron Iworriagan: Present
Edward Jackson: Present
Jane Kava: Absent
Irene Navarro: Present
Willow Olson: Present
Silas Paniptchuk: Present
Patrick Reynolds: Present
Stanley Tocktoo: Present
Annie Weyiouanna: Absent

Present: 9, Absent: 2.

1. Welcome
2. Public Comment
3. Discussion Items
 - 3.A. AASB Grant Partnership Update: Alaska Family Engagement Center
 - 3.B. FY25 Final Budget Update
 - 3.C. Fiscal Committee Update
 - 3.D. Food Services Bid
 - 3.D.1. Dry Bid
 - 3.D.2. Freeze Bid
 - 3.E. FY26 Certified Negotiated Agreement
 - 3.F. Classified Action
 - 3.G. Principal & Managerial Salaries Action
 - 3.H. Personnel - HR
 - 3.I. HR Staffing Level Report
 - 3.J. FY26 Board Calendar
 - 3.K. FY26 District Office Organizational Chart
 - 3.L. FY26 Indian Education Grant
 - 3.M. Curriculum & Instruction Report
 - 3.M.1. Data Analysis
 - 3.M.2. C&I Projects
 - 3.N. Special Education Report
 - 3.N.1. SpEd Update
 - 3.N.1.a. Related Service Update
 - 3.N.1.b. Tundra Health Initiative
 - 3.N.1.c. Crisis Prevention Intervention (CPI) Training
 - 3.N.2. Section 504 Services Update

- 3.N.3. Growing Reading Excellence and Alaskan Teachers (GREAT) Alaska Project
- 3.N.4. BSSD Section 504 Flowchart Process
- 3.N.5. BSSD SpEd Referral Process
- 3.O. School Safety Protocol Report
- 3.P. Facilities & Maintenance Reports
 - 3.P.1. Facilities Foreman Update
 - 3.P.1.a. CIP Stebbins New School Update
 - 3.P.1.b. CIP Major Maintenance Gambell Tank Farm
 - 3.P.1.c. Control Systems
 - 3.P.1.d. Wales Tiny Home & Life Water
 - 3.P.2. Maintenance Operations Manager Update
 - 3.P.2.a. Barge Deliveries
 - 3.P.2.b. Facility Response Plans (FRPs)
 - 3.P.2.c. Coast Guard Inspections
 - 3.P.2.d. RUI Freezer Inspections
 - 3.P.2.e. Request for Proposals (RFP)
 - 3.P.2.e.1. Food Truck Swap
 - 3.P.2.e.2. Savoonga Roof Repair
 - 3.P.2.e.3. Teller Fuel Cleanup
 - 3.P.2.e.4. Wales Fuel Cleanup
 - 3.P.2.f. Deyoung Electric
 - 3.P.2.g. Itinerant Carpenters
 - 3.P.2.h. Local Maintenance and Custodial Staff
 - 3.P.3. Facilities Safety Manager Update
 - 3.P.3.a. Site Inspections
 - 3.P.3.b. Integrity Environmental LLC Tank Inspections
 - 3.P.3.c. Portable Fire Extinguisher Course
 - 3.P.3.d. Upcoming Trainings and Certifications
- 3.Q. Activities Calendar
- 3.R. Out of Field Certification Report
- 3.S. Superintendent Report
 - 3.S.1. Language & Culture
 - 3.S.2. Student Support
 - 3.S.3. Staff Support
 - 3.S.4. Facilities & Infrastructure
- 4. Correspondence
- 5. Public Comment
- 6. Adjournment



ALASKA FAMILY ENGAGEMENT CENTER

U.S. Department of Education:
Statewide Family Engagement Center

2022 - 2027

The Alaska Family Engagement Center aims to improve school-family partnerships across the state by working with fifteen school districts to develop training, resources, and activities for schools and families which are built on the [Stronger Together Framework](#). All school districts, community partners, and families will have access to the materials.

PARTNERS

- Aleutians East School District
- Anchorage School District
- Bering Strait School District
- Craig City Schools
- Dillingham City Schools
- Fairbanks School District
- Juneau School District
- Kodiak Island Borough School District
- Lower Kuskokwim School District
- Lower Yukon School District
- Kushunamit School District
- Nome Public Schools
- North Slope Borough School District
- Northwest Arctic School District

SHORT-TERM OUTCOMES

School staff have skills and strategies to work effectively with families; Families have skills and confidence to work effectively with schools; Families are engaged in state and local decision-making; Families have skills, knowledge, confidence to support their child's academic and developmental learning.

MID-TERM OUTCOMES

Improved attendance; Improved school climate

LONG-TERM OUTCOMES

Sustained and integrated state supports; Family-School-Community engagement statewide policies; Improved academic outcomes of underserved students; Improved social-emotional outcomes of underserved students.



CORE ACTIVITIES

FAMILY ACTIVITIES

School districts can choose different paths or themes which unlock funding and access to a suite of family engagement activities.



STATEWIDE ACTIVITIES

- AK FAM statewide coalition
- Family Advisory Board (FAB)
- DEED training and partnership

DISTRICT-LEVEL ACTIVITIES

- Planning & Coordination
- Coaching & Training
- Family Activities



The contents of this flyer was developed under a grant from the U.S. Department of Education (Department). The Department does not mandate or prescribe practices, models, or other activities described or discussed in this document. The contents of this flyer may contain examples of, adaptations of, and links to resources created and maintained by another public or private organization. The Department does not control or guarantee the accuracy, relevance, timeliness, or completeness of this outside information. The content of this [insert type of publication] does not necessarily represent the policy of the Department. This publication is not intended to represent the views or policy of, or be an endorsement of any views expressed or materials provided by, any Federal agency. [89 FR 70333, Aug. 29, 2025]



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



To: BSSD Regional School Board,

From: Superintendent Dodd

Subject: FY26 Budget

Date: July 7, 2025

Board Policy: BP 3100 Budget

BACKGROUND AND/OR PERTINENT INFORMATION:

FY25 Budget:

FY25 budget will not be finalized until the after the audit.
3rd Quarter numbers reflected a \$4,776,318 deficit.

FY26 Budget:

July – FY26 Budget was approved with a \$500,000 deficit (will use other funding sources to balance)
August – HB57 Fully Funded – Addition of \$1,300,000
August – Fiscal Committee Met – Decision was for funds to go to toward Cooks, Secretaries, and Maintenance staff to receive more hours.

Points to Consider:

Gym Rec - \$13,200

FY26 Teacher Negotiated Agreement

Capital Projects Fund - \$10,284,145

Reserve Fund - \$9,542,998

Site	Amount	-10 days	Savings	Reduced all to 6	Savings	Reduced all to 6 and -10 days	Savings	Reduced all to 5.5 and -10 days	Savings
ELI	\$476,914	\$436,529	\$40,385	\$412,693	\$64,221	\$390,625	\$86,289	\$359,373	\$117,541
GAM	\$836,913	\$774,565	\$62,348	\$721,725	\$115,188	\$682,904	\$154,099	\$630,490	\$206,423
GLV	\$437,299	\$413,979	\$23,320	\$396,929	\$40,370	\$375,644	\$61,655	\$349,376	\$87,923
KKA	\$502,046	\$475,344	\$26,702	\$435,057	\$66,989	\$411,840	\$90,206	\$378,746	\$123,300
KTS	\$604,466	\$572,377	\$32,089	\$540,506	\$63,960	\$511,675	\$92,791	\$477,804	\$126,662
SHH	\$861,719	\$815,201	\$46,518	\$782,642	\$79,077	\$740,312	\$121,407	\$690,036	\$171,683
SKK	\$444,940	\$421,500	\$23,440	\$408,782	\$36,158	\$387,097	\$57,843	\$359,803	\$85,137
SMK	\$539,915	\$509,116	\$30,799	\$482,859	\$57,056	\$455,394	\$84,521	\$391,093	\$148,822
SVA	\$805,523	\$762,456	\$43,067	\$747,118	\$58,405	\$707,070	\$98,453	\$658,360	\$147,163
TLA	\$350,311	\$317,682	\$32,629	\$305,108	\$45,203	\$288,637	\$61,674	\$268,651	\$81,660
UNK	\$746,029	\$692,671	\$53,358	\$647,460	\$98,569	\$612,975	\$133,054	\$561,894	\$184,135
WAA	\$282,669	\$267,873	\$14,796	\$253,306	\$29,363	\$240,027	\$42,642	\$222,315	\$60,354
WBB	\$773,026	\$731,118	\$41,908	\$705,229	\$67,797	\$666,933	\$106,093	\$613,915	\$159,111
WMO	\$515,137	\$487,790	\$27,347	\$440,374	\$74,763	\$416,931	\$98,206	\$387,574	\$127,563
<i>Total</i>	\$8,176,939		\$498,706 (\$1,828,771)		\$897,119 (\$1,430,358)		\$1,288,933 (\$1,038,544)		\$1,827,477 (\$500,000)

BERING STRAIT SCHOOL DISTRICT

COST OF SALARY INCREASE of 1%

Salary	Benefits	Total
Teachers		
157,000	81,640	238,640
Administration		
40,200	20,900	61,100
Classified		
74,000	38,500	112,500
TOTAL		\$412,240

FY26 Budget Reductions

Admin/Certified/Classified Salary	<ul style="list-style-type: none"> **Directors Reduced Benefits \$20,000 **7 Certified Teaching Positions \$1,550,650 **2 Assistant Principal Positions \$350,000 **Classified Salary (DO) Reduced Benefits \$16,800 	
Food Service	**Compensated Meals Eliminated	\$35,000
Classified Salaries All Classified Staff Hours and Contract Days	<ul style="list-style-type: none"> **4 hr Rec. Supervisor Eliminated \$13,200 **Site classified hours @5.5 hr & reduce contract days by 10 days & eliminate insurance coverage for those positions \$1,925,035 	
DO Classified Positions	**Itinerant Maintenance Positions Eliminated (4 positions)	\$303,692
DO, Board, & School Budgets	**10-15% Reduction in budgets for all departments	\$765,368
Activities	<ul style="list-style-type: none"> **Virtual Competitions for \$320,000 **ACADECA, Science Fair, Spelling Bee **6 teams to Regionals **8+1 for state basketball 	
		Total Reductions: \$5,299,745

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



To: BSSD Regional School Board

From: Superintendent Dodd

Subject: Summer Purchases

Date: September 11, 2025

Board Policy: BP 3311 BIDS

BACKGROUND AND/OR PERTINENT INFORMATION:

There were three large purchases that were done and were within the budget amounts approved.

The first was our dry foods (non-freeze) order. We had three bids, Quality Foods in the amount of \$803,069, US Foods for \$705,561 and Span Alaska for \$746,927. This bid was awarded to US Foods due to scoring higher with their customer service, having the required nutrition labels, and ease of working with this vendor.

The second purchase was our food service freeze order. US Foods bid \$693,600 and Span Alaska bid \$689,16. The bid was awarded to US Foods with the child nutrition information excluded from the bid for Span Alaska.

The third purchase was the annual renewal of our state required insurance for property, vehicles, and workman's compensation. The amount of \$1,863,383 was paid to Hub International/APRA for the 25/26 school year.

Alternatives:

1. Approve the summer purchases.
2. Table until the next meeting.
3. Take no final action.

ACTION NEEDED:

A motion to approve the dry foods order to US Foods the freeze and dry goods bid and the insurance to Hub International/APRA as presented.

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



To: BSSD Regional School Board

From: Tera Cunningham, HR Director

Subject: 2025-2026 BSEA/BSSD
Negotiated Agreement

Date: September 11, 2025

Board Policy: BP 4141/4241 - Negotiated Agreement

Strategic Plan: Staff Support

In May, BSSD administration met with the BSEA negotiating team. The meetings were productive and we appreciate the collaborative effort made by all involved.

Attached is a comparison of the proposed 2025-2026 Negotiated Agreement and the 2024-2025 Negotiated Agreement.

MOTION REQUESTED: Motion to approve the 2025-2026 BSEA/BSSD Negotiated Agreement as presented.

Alternatives:

1. Approve the aforementioned staff to permanent status,
2. Take no final action,
3. Table until next board meeting.

FY26 Proposed Changes in BSEA/BSSD Negotiated Agreement

Section	NEW 2025-2026 Agreement	OLD 2024-2025 Agreement
809 Travel Reimbursement (804 in 24-25 Agreement)	First-year teachers who attend new-teacher in-service off site shall not have to pay for their flight from in-service to their work site. This trip is considered District-approved travel for work purposes and shall be covered by the District.	<i>If BSSD covers the cost of the flight from new teacher training in Anchorage to site, the reimbursement amount will be counted against the teacher's total reimbursement amount, up to one-half of the maximum amount allowed per teacher.</i>
1004.2 Sick Leave Bank Additional Contributions	Twice annually, during the months of September and May, members may elect to contribute additional unused sick leave to the bank by submitting a District-provided form to the Superintendent. Members may donate up to half of their sick leave balance, up to twenty (20) days.	N/A
1005.1 Withdrawal Eligibility	Days withdrawn shall be paid at one hundred percent (100%) of the member's daily salary rate.	<i>Days withdrawn shall be paid at seventy-five percent (75%) of the member's daily salary rate.</i>
1006 Balance Limitations	The current sick leave bank balance and cap will be available to members on a District-provided platform. The total number of days in the sick leave bank shall not exceed the current number of members in the bank in that school year or one hundred fifty (150) days, whichever is greater. If the number of days contributed under Sections 1004.1 and 1004.2 would cause the balance to exceed the number of members in the bank in that school year or the one hundred fifty (150) day cap, the excess shall be distributed proportionally to contributing members of the sick leave bank.	<i>The total number of days in the Sick Leave Bank shall not exceed the current number of members in the bank in that school year or one hundred (100) days, whichever is greater. In the event that the number of days contributed under Sections 1004.1 and 1004.2 would cause the balance to exceed the number of members in the bank in that school year, the excess shall immediately be deleted. Such days deleted shall not be refunded to the contributing members or to the Sick Leave Bank.</i>

FY26 Proposed Changes in BSEA/BSSD Negotiated Agreement

Section	NEW 2025-2026 Agreement	OLD 2024-2025 Agreement
1204 Salary	<p>Salary schedules for the 2025-26 work year are attached (Appendix A). Should the District not receive a six hundred dollar (\$600) or more increase to the Base Student Allocation (BSA), funded and apportioned, as either a permanent increase or its equivalent in one-time funding, the salary schedule in effect shall reflect a one percent (1%) increase in each cell.</p> <p>Should the District receive a six hundred dollar (\$600) or more increase to the Base Student Allocation (BSA), funded and apportioned, as either a permanent increase or its equivalent in one-time funding, the salary schedule in effect shall reflect a two percent (2%) increase in each cell.</p>	N/A
1302.2 Plumbing Deductions	<p>Rent for units not connected to a public water supply shall be reduced by \$200 per month. Water will still be provided at the premises by the District.</p> <p>If, in temporary cases due to circumstances beyond the District's control (inability to thaw frozen pipes, burst pipes, etc.), a housing unit loses access to running water in and out of the unit, lasting between one week and 60 days, rent shall be reduced by \$200 per month.</p> <p>Should a housing unit lose access to running water in and out of the unit for longer than sixty (60) days, the housing unit shall be considered uninhabitable and subject to Section 1302.8 of this agreement and rent shall not be charged from that date forward.</p>	<p><i>The rent for housing units without the benefit of indoor plumbing (into and out of housing unit) or without the benefit of a plumbing system that provides drinkable water for a period longer than one week will be reduced by \$200 per month.</i></p>

FY26 Proposed Changes in BSEA/BSSD Negotiated Agreement

Section	NEW 2025-2026 Agreement	OLD 2024-2025 Agreement
1302.6 Housing Unit Assignment	<p>2. Open housing units shall be assigned to current teachers and in-district transfers based on their years of service in the District</p> <p>3. New teachers shall be assigned to open housing units based on need. Family size, ages and genders of children shall be considered in determining need.</p>	<p><i>2. The principal shall assign open housing units to current employees and district transfers on a seniority basis.</i></p> <p><i>3. New teachers will be assigned open units based on need.</i></p>
1302.7 Safety, Health, and Repairs	<p>Teachers shall submit repair requests online via the appropriate District platform and to their administrator in writing. Safety, health, and structural repairs shall be addressed in a timely manner, not to exceed sixty (60) days. If necessary, alternate housing arrangements shall be made by the District until repairs are made. Teachers shall be given status updates each step of the repair process.</p>	<p><i>Safety, health, and structural repairs will be addressed in a timely manner, not to exceed sixty (60) days. The maintenance coordinator or designee will determine if repairs qualify as a safety, health, or structural condition. Repair requests will be submitted on a standardized maintenance request form available online. Teachers shall be granted status updates upon request in a timely manner.</i></p>

APPENDIX A TEACHERS' SALARY SCHEDULE FOR 2025-26

Per Section 1204, two schedules were developed, contingent on additional funding.

Minimum Guaranteed Raise – one percent (1%) increase added to each cell over FY25

	B	B+18	B+36/M	B+54/M+18	B+72/M+36	M+54/D
Step 0	\$60,085	\$62,804	\$65,526	\$68,244	\$70,966	\$73,683
Step 1	\$62,391	\$65,431	\$67,833	\$70,547	\$73,271	\$75,990
Step 2	\$64,695	\$67,411	\$70,134	\$72,855	\$75,575	\$78,291
Step 3	\$67,002	\$69,722	\$72,439	\$75,159	\$77,879	\$80,598
Step 4	\$69,306	\$72,025	\$74,747	\$77,466	\$80,183	\$82,902
Step 5	\$71,608	\$74,331	\$77,051	\$79,770	\$82,490	\$85,209
Step 6	\$73,873	\$76,634	\$79,357	\$82,074	\$84,794	\$87,511
Step 7	\$75,940	\$78,940	\$81,661	\$84,380	\$87,101	\$89,820
Step 8		\$81,242	\$83,964	\$86,683	\$89,404	\$92,123
Step 9		\$83,506	\$86,270	\$88,988	\$91,710	\$94,429
Step 10		\$85,573	\$88,531	\$91,293	\$94,012	\$96,732
Step 11			\$90,597	\$93,556	\$96,318	\$99,040
Step 12				\$95,622	\$98,580	\$101,775
Step 13					\$100,647	\$103,604

Funding-Contingent Raise – two percent (2%) increase added to each cell over FY25

	B	B+18	B+36/M	B+54/M+18	B+72/M+36	M+54/D
Step 0	\$60,680	\$63,426	\$66,175	\$68,919	\$71,668	\$74,412
Step 1	\$63,008	\$66,079	\$68,504	\$71,246	\$73,997	\$76,743
Step 2	\$65,335	\$68,079	\$70,829	\$73,577	\$76,324	\$79,066
Step 3	\$67,666	\$70,413	\$73,156	\$75,903	\$78,650	\$81,396
Step 4	\$69,992	\$72,738	\$75,487	\$78,233	\$80,977	\$83,723
Step 5	\$72,317	\$75,067	\$77,814	\$80,560	\$83,306	\$86,052
Step 6	\$74,605	\$77,393	\$80,142	\$82,886	\$85,633	\$88,378
Step 7	\$76,692	\$79,721	\$82,469	\$85,216	\$87,964	\$90,710
Step 8		\$82,047	\$84,796	\$87,542	\$90,289	\$93,035
Step 9		\$84,333	\$87,124	\$89,869	\$92,618	\$95,364
Step 10		\$86,421	\$89,407	\$92,197	\$94,943	\$97,689
Step 11			\$91,494	\$94,483	\$97,271	\$100,020
Step 12				\$96,569	\$99,556	\$102,782
Step 13					\$101,643	\$104,630

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



To: BSSD Regional School Board

From: Tera Cunningham, HR Director

Subject: Classified Salaries

Date: September 11, 2025

Board Policy: 3100 Budget
Strategic Plan: Staff Support

In light of the current budget situation, the administration understands the need for a fiscally conservative approach. To provide the school board with options, we have prepared several scenarios for a potential salary increase, each with a different financial impact.

These scenarios are based on our salaries and benefits for all classified staff.

We recommend the school board consider the following salary adjustments:

	0.50%	1.00%	1.50%	2.00%
Total cost to the district	\$58,000	\$116,000	\$181,250	\$232,000

ACTION NEEDED: The administration recommends that the school board approve the salary increase for classified staff.

0% Increase

RANGE	YEARS OF EXPERIENCE IN RANGE*								
	ZERO	ONE	TWO	THREE	FOUR	FIVE	SIX	SEVEN	EIGHT
1 CIP <i>0 - 17 sem hours</i>	\$21.64	\$22.29	\$22.95	\$23.64	\$24.35	\$25.08	\$25.84	\$26.09	\$26.36
2 CIP <i>18 - 42 sem hours</i>	\$26.88	\$27.42	\$27.97	\$28.53	\$29.10	\$29.68	\$29.98	\$30.28	\$30.58
3 CIP <i>43 - 66 sem hours</i>	\$31.20	\$31.82	\$32.46	\$33.11	\$33.77	\$34.11	\$34.45	\$34.79	\$35.14
4 CIP <i>67 - 90 sem hours</i>	\$35.84	\$36.55	\$37.29	\$38.03	\$38.41	\$38.80	\$39.18	\$39.58	\$39.97
5 CIP <i>91 - Bachelors</i>	\$40.77	\$41.58	\$42.41	\$42.84	\$43.27	\$43.70	\$44.14	\$44.58	\$45.02

0.5% Increase

RANGE	YEARS OF EXPERIENCE IN RANGE*								
	ZERO	ONE	TWO	THREE	FOUR	FIVE	SIX	SEVEN	EIGHT
1 CIP <i>0 - 17 sem hours</i>	\$21.75	\$22.40	\$23.07	\$23.76	\$24.47	\$25.21	\$25.96	\$26.22	\$26.49
2 CIP <i>18 - 42 sem hours</i>	\$27.02	\$27.56	\$28.11	\$28.67	\$29.25	\$29.83	\$30.13	\$30.43	\$30.73
3 CIP <i>43 - 66 sem hours</i>	\$31.35	\$31.98	\$32.62	\$33.27	\$33.94	\$34.28	\$34.62	\$34.96	\$35.31
4 CIP <i>67 - 90 sem hours</i>	\$36.02	\$36.74	\$37.47	\$38.22	\$38.60	\$38.99	\$39.38	\$39.77	\$40.17
5 CIP <i>91 - Bachelors</i>	\$40.97	\$41.79	\$42.63	\$43.05	\$43.48	\$43.92	\$44.36	\$44.80	\$45.25

1% Increase

RANGE	YEARS OF EXPERIENCE IN RANGE*								
	ZERO	ONE	TWO	THREE	FOUR	FIVE	SIX	SEVEN	EIGHT
1 CIP <i>0 - 17 sem hours</i>	\$21.85	\$22.51	\$23.18	\$23.88	\$24.60	\$25.33	\$26.09	\$26.36	\$26.62
2 CIP <i>18 - 42 sem hours</i>	\$27.15	\$27.70	\$28.25	\$28.81	\$29.39	\$29.98	\$30.28	\$30.58	\$30.89
3 CIP <i>43 - 66 sem hours</i>	\$31.51	\$32.14	\$32.78	\$33.44	\$34.11	\$34.45	\$34.79	\$35.14	\$35.49
4 CIP <i>67 - 90 sem hours</i>	\$36.20	\$36.92	\$37.66	\$38.41	\$38.80	\$39.18	\$39.58	\$39.97	\$40.37
5 CIP <i>91 - Bachelors</i>	\$41.17	\$42.00	\$42.84	\$43.27	\$43.70	\$44.14	\$44.58	\$45.02	\$45.47

1.5% Increase

RANGE	YEARS OF EXPERIENCE IN RANGE*								
	ZERO	ONE	TWO	THREE	FOUR	FIVE	SIX	SEVEN	EIGHT
1 CIP <i>0 - 17 sem hours</i>	\$21.96	\$22.62	\$23.30	\$24.00	\$24.72	\$25.46	\$26.22	\$26.49	\$26.75
2 CIP <i>18 - 42 sem hours</i>	\$27.29	\$27.83	\$28.39	\$28.96	\$29.54	\$30.13	\$30.43	\$30.73	\$31.04
3 CIP <i>43 - 66 sem hours</i>	\$31.66	\$32.30	\$32.94	\$33.60	\$34.27	\$34.62	\$34.96	\$35.31	\$35.67
4 CIP <i>67 - 90 sem hours</i>	\$36.38	\$37.10	\$37.85	\$38.60	\$38.99	\$39.38	\$39.77	\$40.17	\$40.57
5 CIP <i>91 - Bachelors</i>	\$41.38	\$42.21	\$43.05	\$43.48	\$43.91	\$44.35	\$44.80	\$45.25	\$45.70

2% Increase

RANGE	YEARS OF EXPERIENCE IN RANGE*								
	ZERO	ONE	TWO	THREE	FOUR	FIVE	SIX	SEVEN	EIGHT
1 CIP <i>0 - 17 sem hours</i>	\$22.07	\$22.73	\$23.41	\$24.12	\$24.84	\$25.58	\$26.35	\$26.62	\$26.88
2 CIP <i>18 - 42 sem hours</i>	\$27.42	\$27.97	\$28.53	\$29.10	\$29.68	\$30.28	\$30.58	\$30.88	\$31.19
3 CIP <i>43 - 66 sem hours</i>	\$31.82	\$32.46	\$33.11	\$33.77	\$34.44	\$34.79	\$35.14	\$35.49	\$35.84
4 CIP <i>67 - 90 sem hours</i>	\$36.55	\$37.29	\$38.03	\$38.79	\$39.18	\$39.57	\$39.97	\$40.37	\$40.77
5 CIP <i>91 - Bachelors</i>	\$41.58	\$42.41	\$43.26	\$43.69	\$44.13	\$44.57	\$45.02	\$45.47	\$45.92

FY25 Classified Salary Scale

YEARS OF EXPERIENCE

	0	1	2	3	4	5	6	7	8
Cook I	\$ 21.64	\$ 22.29	\$ 22.95	\$ 23.64	\$ 24.35	\$ 25.08	\$ 25.84	\$ 26.61	\$ 27.41
Custodian I	\$ 21.64	\$ 22.29	\$ 22.95	\$ 23.64	\$ 24.35	\$ 25.08	\$ 25.84	\$ 26.61	\$ 27.41
Secretary/Admin Assistant	\$ 22.08	\$ 22.74	\$ 23.42	\$ 24.12	\$ 24.85	\$ 25.59	\$ 26.36	\$ 27.15	\$ 27.97
Community Rec Supervisor	\$ 22.08	\$ 22.74	\$ 23.42	\$ 24.12	\$ 24.85	\$ 25.59	\$ 26.36	\$ 27.15	\$ 27.97
Shipping Clerk	\$ 22.64	\$ 23.32	\$ 24.02	\$ 24.74	\$ 25.48	\$ 26.24	\$ 27.03	\$ 27.84	\$ 28.68
Boarding Home Supervisor	\$ 22.91	\$ 23.60	\$ 24.31	\$ 25.04	\$ 25.79	\$ 26.56	\$ 27.36	\$ 28.18	\$ 29.03
Head Cook	\$ 24.68	\$ 25.42	\$ 26.19	\$ 26.97	\$ 27.78	\$ 28.62	\$ 29.47	\$ 30.36	\$ 31.27
Maintenance/Custodian	\$ 27.05	\$ 27.86	\$ 28.70	\$ 29.56	\$ 30.44	\$ 31.36	\$ 32.30	\$ 33.27	\$ 34.26
Business Office Staff	\$ 30.45	\$ 31.36	\$ 32.30	\$ 33.27	\$ 34.27	\$ 35.30	\$ 36.36	\$ 37.45	\$ 38.57
Itinerant Trade Helper	\$ 34.33	\$ 35.36	\$ 36.42	\$ 37.51	\$ 38.64	\$ 39.80	\$ 40.99	\$ 42.22	\$ 43.49
Itinerant Skilled Trades	\$ 40.47	\$ 41.68	\$ 42.93	\$ 44.22	\$ 45.55	\$ 46.91	\$ 48.32	\$ 49.77	\$ 51.26
Itinerant Lead Carpenter	\$ 44.14	\$ 45.46	\$ 46.83	\$ 48.23	\$ 49.68	\$ 51.17	\$ 52.70	\$ 54.28	\$ 55.91
Itinerant Licensed Journeyman	\$ 47.81	\$ 49.24	\$ 50.72	\$ 52.24	\$ 53.81	\$ 55.42	\$ 57.08	\$ 58.80	\$ 60.56

Casual : \$17.59

Substitute Teacher, Non-Certified: \$20.53

Substitute Teacher, Certified: \$32.98

0.5% Increase

FY25 Classified Salary Scale

YEARS OF EXPERIENCE

Years of Service

	0	1	2	3	4	5	6	7	8
Cook I	\$ 21.75	\$ 22.40	\$ 23.07	\$ 23.76	\$ 24.47	\$ 25.21	\$ 25.96	\$ 26.74	\$ 27.55
Custodian I	\$ 21.75	\$ 22.40	\$ 23.07	\$ 23.76	\$ 24.47	\$ 25.21	\$ 25.96	\$ 26.74	\$ 27.55
Secretary/Admin Assistant	\$ 22.19	\$ 22.85	\$ 23.54	\$ 24.24	\$ 24.97	\$ 25.72	\$ 26.49	\$ 27.29	\$ 28.11
Community Rec Supervisor	\$ 22.19	\$ 22.85	\$ 23.54	\$ 24.24	\$ 24.97	\$ 25.72	\$ 26.49	\$ 27.29	\$ 28.11
Shipping Clerk	\$ 22.75	\$ 23.44	\$ 24.14	\$ 24.86	\$ 25.61	\$ 26.38	\$ 27.17	\$ 27.98	\$ 28.82
Boarding Home Supervisor	\$ 23.03	\$ 23.72	\$ 24.43	\$ 25.16	\$ 25.92	\$ 26.70	\$ 27.50	\$ 28.32	\$ 29.17
Head Cook	\$ 24.81	\$ 25.55	\$ 26.32	\$ 27.11	\$ 27.92	\$ 28.76	\$ 29.62	\$ 30.51	\$ 31.43
Maintenance/Custodian	\$ 27.18	\$ 28.00	\$ 28.84	\$ 29.70	\$ 30.60	\$ 31.51	\$ 32.46	\$ 33.43	\$ 34.44
Business Office Staff	\$ 30.60	\$ 31.52	\$ 32.46	\$ 33.44	\$ 34.44	\$ 35.47	\$ 36.54	\$ 37.63	\$ 38.76
Itinerant Trade Helper	\$ 34.50	\$ 35.54	\$ 36.60	\$ 37.70	\$ 38.83	\$ 40.00	\$ 41.20	\$ 42.43	\$ 43.71
Itinerant Skilled Trades	\$ 40.67	\$ 41.89	\$ 43.15	\$ 44.44	\$ 45.78	\$ 47.15	\$ 48.56	\$ 50.02	\$ 51.52
Itinerant Lead Carpenter	\$ 44.36	\$ 45.69	\$ 47.06	\$ 48.47	\$ 49.93	\$ 51.42	\$ 52.97	\$ 54.55	\$ 56.19
Itinerant Licensed Journeyman	\$ 48.05	\$ 49.49	\$ 50.97	\$ 52.50	\$ 54.08	\$ 55.70	\$ 57.37	\$ 59.09	\$ 60.86

Casual : \$17.68

Substitute Teacher, Non-Certified: \$20.63

Substitute Teacher, Certified: \$33.14

1% Increase FY25 Classified Salary Scale

YEARS OF EXPERIENCE

	Years of Service								
	0	1	2	3	4	5	6	7	8
Cook I	\$ 21.85	\$ 22.51	\$ 23.18	\$ 23.88	\$ 24.60	\$ 25.33	\$ 26.09	\$ 26.88	\$ 27.68
Custodian I	\$ 21.85	\$ 22.51	\$ 23.18	\$ 23.88	\$ 24.60	\$ 25.33	\$ 26.09	\$ 26.88	\$ 27.68
Secretary/Admin Assistant	\$ 22.30	\$ 22.97	\$ 23.66	\$ 24.37	\$ 25.10	\$ 25.85	\$ 26.62	\$ 27.42	\$ 28.25
Community Rec Supervisor	\$ 22.30	\$ 22.97	\$ 23.66	\$ 24.37	\$ 25.10	\$ 25.85	\$ 26.62	\$ 27.42	\$ 28.25
Shipping Clerk	\$ 22.87	\$ 23.55	\$ 24.26	\$ 24.99	\$ 25.74	\$ 26.51	\$ 27.30	\$ 28.12	\$ 28.97
Boarding Home Supervisor	\$ 23.14	\$ 23.84	\$ 24.55	\$ 25.29	\$ 26.05	\$ 26.83	\$ 27.63	\$ 28.46	\$ 29.32
Head Cook	\$ 24.93	\$ 25.68	\$ 26.45	\$ 27.24	\$ 28.06	\$ 28.90	\$ 29.77	\$ 30.66	\$ 31.58
Maintenance/Custodian	\$ 27.32	\$ 28.14	\$ 28.98	\$ 29.85	\$ 30.75	\$ 31.67	\$ 32.62	\$ 33.60	\$ 34.61
Business Office Staff	\$ 30.75	\$ 31.68	\$ 32.63	\$ 33.60	\$ 34.61	\$ 35.65	\$ 36.72	\$ 37.82	\$ 38.96
Itinerant Trade Helper	\$ 34.67	\$ 35.71	\$ 36.79	\$ 37.89	\$ 39.03	\$ 40.20	\$ 41.40	\$ 42.65	\$ 43.92
Itinerant Skilled Trades	\$ 40.87	\$ 42.10	\$ 43.36	\$ 44.66	\$ 46.00	\$ 47.38	\$ 48.81	\$ 50.27	\$ 51.78
Itinerant Lead Carpenter	\$ 44.58	\$ 45.92	\$ 47.29	\$ 48.71	\$ 50.17	\$ 51.68	\$ 53.23	\$ 54.83	\$ 56.47
Itinerant Licensed Journeyman	\$ 48.28	\$ 49.73	\$ 51.22	\$ 52.76	\$ 54.34	\$ 55.97	\$ 57.65	\$ 59.38	\$ 61.16

Casual : \$17.68

Substitute Teacher, Non-Certified: \$22.58

Substitute Teacher, Certified: \$32.98

1.5% Increase

FY25 Classified Salary Scale

YEARS OF EXPERIENCE

	Years of Service								
	0	1	2	3	4	5	6	7	8
Cook I	\$ 21.96	\$ 22.62	\$ 23.30	\$ 24.00	\$ 24.72	\$ 25.46	\$ 26.22	\$ 27.01	\$ 27.82
Custodian I	\$ 21.96	\$ 22.62	\$ 23.30	\$ 24.00	\$ 24.72	\$ 25.46	\$ 26.22	\$ 27.01	\$ 27.82
Secretary/Admin Assistant	\$ 22.41	\$ 23.08	\$ 23.77	\$ 24.49	\$ 25.22	\$ 25.98	\$ 26.76	\$ 27.56	\$ 28.39
Community Rec Supervisor	\$ 22.41	\$ 23.08	\$ 23.77	\$ 24.49	\$ 25.22	\$ 25.98	\$ 26.76	\$ 27.56	\$ 28.39
Shipping Clerk	\$ 22.98	\$ 23.67	\$ 24.38	\$ 25.11	\$ 25.86	\$ 26.64	\$ 27.44	\$ 28.26	\$ 29.11
Boarding Home Supervisor	\$ 23.26	\$ 23.95	\$ 24.67	\$ 25.41	\$ 26.18	\$ 26.96	\$ 27.77	\$ 28.60	\$ 29.46
Head Cook	\$ 25.05	\$ 25.81	\$ 26.58	\$ 27.38	\$ 28.20	\$ 29.04	\$ 29.92	\$ 30.81	\$ 31.74
Maintenance/Custodian	\$ 27.45	\$ 28.28	\$ 29.13	\$ 30.00	\$ 30.90	\$ 31.83	\$ 32.78	\$ 33.77	\$ 34.78
Business Office Staff	\$ 30.90	\$ 31.83	\$ 32.79	\$ 33.77	\$ 34.78	\$ 35.83	\$ 36.90	\$ 38.01	\$ 39.15
Itinerant Trade Helper	\$ 34.85	\$ 35.89	\$ 36.97	\$ 38.08	\$ 39.22	\$ 40.40	\$ 41.61	\$ 42.86	\$ 44.14
Itinerant Skilled Trades	\$ 41.08	\$ 42.31	\$ 43.58	\$ 44.88	\$ 46.23	\$ 47.62	\$ 49.05	\$ 50.52	\$ 52.03
Itinerant Lead Carpenter	\$ 44.80	\$ 46.14	\$ 47.53	\$ 48.95	\$ 50.42	\$ 51.93	\$ 53.49	\$ 55.10	\$ 56.75
Itinerant Licensed Journeyman	\$ 48.52	\$ 49.98	\$ 51.48	\$ 53.02	\$ 54.61	\$ 56.25	\$ 57.94	\$ 59.68	\$ 61.47

Casual : \$17.76

Substitute Teacher, Non-Certified: \$23.61

Substitute Teacher, Certified: \$34.48

2% Increase FY25 Classified Salary Scale

YEARS OF EXPERIENCE

Years of Service

	0	1	2	3	4	5	6	7	8
Cook I	\$ 22.07	\$ 22.73	\$ 23.41	\$ 24.12	\$ 24.84	\$ 25.58	\$ 26.35	\$ 27.14	\$ 27.96
Custodian I	\$ 22.07	\$ 22.73	\$ 23.41	\$ 24.12	\$ 24.84	\$ 25.58	\$ 26.35	\$ 27.14	\$ 27.96
Secretary/Admin Assistant	\$ 22.52	\$ 23.19	\$ 23.89	\$ 24.61	\$ 25.34	\$ 26.11	\$ 26.89	\$ 27.69	\$ 28.53
Community Rec Supervisor	\$ 22.52	\$ 23.19	\$ 23.89	\$ 24.61	\$ 25.34	\$ 26.11	\$ 26.89	\$ 27.69	\$ 28.53
Shipping Clerk	\$ 22.98	\$ 23.67	\$ 24.38	\$ 25.11	\$ 25.86	\$ 26.64	\$ 27.44	\$ 28.26	\$ 29.11
Boarding Home Supervisor	\$ 23.37	\$ 24.07	\$ 24.79	\$ 25.54	\$ 26.30	\$ 27.09	\$ 27.91	\$ 28.74	\$ 29.61
Head Cook	\$ 25.18	\$ 25.93	\$ 26.71	\$ 27.51	\$ 28.34	\$ 29.19	\$ 30.06	\$ 30.97	\$ 31.89
Maintenance/Custodian	\$ 27.59	\$ 28.42	\$ 29.27	\$ 30.15	\$ 31.05	\$ 31.98	\$ 32.94	\$ 33.93	\$ 34.95
Business Office Staff	\$ 31.06	\$ 31.99	\$ 32.95	\$ 33.94	\$ 34.95	\$ 36.00	\$ 37.08	\$ 38.20	\$ 39.34
Itinerant Trade Helper	\$ 35.02	\$ 36.07	\$ 37.15	\$ 38.26	\$ 39.41	\$ 40.60	\$ 41.81	\$ 43.07	\$ 44.36
Itinerant Skilled Trades	\$ 41.28	\$ 42.52	\$ 43.79	\$ 45.11	\$ 46.46	\$ 47.85	\$ 49.29	\$ 50.77	\$ 52.29
Itinerant Lead Carpenter	\$ 45.02	\$ 46.37	\$ 47.76	\$ 49.19	\$ 50.67	\$ 52.19	\$ 53.76	\$ 55.37	\$ 57.03
Itinerant Licensed Journeyman	\$ 48.76	\$ 50.22	\$ 51.73	\$ 53.28	\$ 54.88	\$ 56.53	\$ 58.22	\$ 59.97	\$ 61.77

Casual : \$17.85

Substitute Teacher, Non-Certified: \$24.64

Substitute Teacher, Certified: \$35.98

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



To: BSSD Regional School Board

From: Tera Cunningham, HR Director

Subject: Principal & Managerial Salaries

Date: September 11, 2025

Board Policy: 3100 Budget
Strategic Plan: Staff Support

In light of the current budget situation, the administration understands the need for a fiscally conservative approach. To provide the school board with options, we have prepared several scenarios for a potential salary increase, each with a different financial impact.

These scenarios are based on our salaries and benefits for school principals and assistant principals, and district office administrators.

We recommend the school board consider the following salary adjustments:

	0.50%	1.00%	1.50%	2.00%
Principals & Assistant Principals	\$ 15,846	\$ 31,692	\$ 47,538	\$ 63,384
District Office Admin	\$ 17,648	\$ 35,295	\$ 52,943	\$ 70,591
Total cost to the district	\$ 33,494	\$ 66,987	\$ 100,481	\$ 133,975

ACTION NEEDED: The administration recommends that the school board approve the salary increase for school administrators and district office managerial staff.

0% Increase
Administrative/Professional Salary Scale

Years of Service Step

Days	Title	0 (Base)	1	2	3	4	5	6	7	8
215	Food Service Manager	\$ 68,797	\$ 69,347	\$ 69,902	\$ 70,461	\$ 71,025	\$ 71,593	\$ 72,166	\$ 72,743	\$ 73,325
215	Activities Specialist	\$ 73,957	\$ 74,548	\$ 75,145	\$ 75,746	\$ 76,352	\$ 76,963	\$ 77,578	\$ 78,199	\$ 78,825
225	Travel	\$ 77,396	\$ 78,015	\$ 78,640	\$ 79,269	\$ 79,903	\$ 80,542	\$ 81,186	\$ 81,836	\$ 82,491
225	Maintenance/Facilities Managers	\$ 90,061	\$ 90,781	\$ 91,507	\$ 92,239	\$ 92,977	\$ 93,721	\$ 94,471	\$ 95,227	\$ 95,989
250	Payroll Manager	\$ 95,061	\$ 95,821	\$ 96,588	\$ 97,360	\$ 98,139	\$ 98,924	\$ 99,716	\$ 100,514	\$ 101,318
215	Pilot	\$ 110,600	\$ 111,485	\$ 112,377	\$ 113,276	\$ 114,182	\$ 115,095	\$ 116,016	\$ 116,944	\$ 117,880
225	HR Specialist	\$ 85,555	\$ 86,239	\$ 86,929	\$ 87,624	\$ 88,325	\$ 89,032	\$ 89,744	\$ 90,462	\$ 91,186
200	Asst Principal	\$ 99,128	\$ 99,921	\$ 100,721	\$ 101,526	\$ 102,338	\$ 103,157	\$ 103,982	\$ 104,814	\$ 105,653
215	Coordinator	\$ 114,380	\$ 115,295	\$ 116,217	\$ 117,147	\$ 118,084	\$ 119,028	\$ 119,981	\$ 120,941	\$ 121,908
200	Principal	\$ 122,004	\$ 122,980	\$ 123,963	\$ 124,955	\$ 125,955	\$ 126,962	\$ 127,978	\$ 129,002	\$ 130,034
245	Director	\$ 133,442	\$ 134,509	\$ 135,585	\$ 136,670	\$ 137,764	\$ 138,866	\$ 139,977	\$ 141,096	\$ 142,225
245	Asst. Superintendent	\$ 141,077	\$ 142,205	\$ 143,343	\$ 144,490	\$ 145,646	\$ 146,811	\$ 147,985	\$ 149,169	\$ 150,363

0.5% Increase
Administrative/Professional Salary Scale

Years of Service Step

Days	Title	0 (Base)	1	2	3	4	5	6	7	8
215	Food Service Manager	\$ 69,141	\$ 69,694	\$ 70,252	\$ 70,814	\$ 71,380	\$ 71,951	\$ 72,527	\$ 73,107	\$ 73,692
215	Activities Specialist	\$ 74,327	\$ 74,921	\$ 75,521	\$ 76,125	\$ 76,734	\$ 77,348	\$ 77,966	\$ 78,590	\$ 79,219
225	Travel	\$ 77,783	\$ 78,406	\$ 79,033	\$ 79,665	\$ 80,302	\$ 80,945	\$ 81,592	\$ 82,245	\$ 82,903
225	Maintenance/Facilities Managers	\$ 90,511	\$ 91,235	\$ 91,965	\$ 92,701	\$ 93,442	\$ 94,190	\$ 94,943	\$ 95,703	\$ 96,469
250	Payroll Manager	\$ 95,536	\$ 96,300	\$ 97,071	\$ 97,847	\$ 98,630	\$ 99,419	\$ 100,214	\$ 101,016	\$ 101,824
215	Pilot	\$ 111,153	\$ 112,042	\$ 112,939	\$ 113,842	\$ 114,753	\$ 115,671	\$ 116,596	\$ 117,529	\$ 118,469
225	HR Specialist	\$ 85,982	\$ 86,670	\$ 87,364	\$ 88,063	\$ 88,767	\$ 89,477	\$ 90,193	\$ 90,915	\$ 91,642
200	Asst Principal	\$ 99,624	\$ 100,421	\$ 101,224	\$ 102,034	\$ 102,850	\$ 103,673	\$ 104,502	\$ 105,338	\$ 106,181
215	Coordinator	\$ 114,951	\$ 115,871	\$ 116,798	\$ 117,732	\$ 118,674	\$ 119,624	\$ 120,581	\$ 121,545	\$ 122,518
200	Principal	\$ 122,614	\$ 123,595	\$ 124,583	\$ 125,580	\$ 126,585	\$ 127,597	\$ 128,618	\$ 129,647	\$ 130,684
245	Director	\$ 134,109	\$ 135,182	\$ 136,263	\$ 137,354	\$ 138,452	\$ 139,560	\$ 140,676	\$ 141,802	\$ 142,936
245	Asst. Superintendent	\$ 141,782	\$ 142,916	\$ 144,060	\$ 145,212	\$ 146,374	\$ 147,545	\$ 148,725	\$ 149,915	\$ 151,114

1% Increase
Administrative/Professional Salary Scale

Years of Service Step

Days	Title	0 (Base)	1	2	3	4	5	6	7	8
215	Food Service Manager	\$ 69,485	\$ 70,041	\$ 70,601	\$ 71,166	\$ 71,735	\$ 72,309	\$ 72,888	\$ 73,471	\$ 74,058
215	Activities Specialist	\$ 74,696	\$ 75,294	\$ 75,896	\$ 76,503	\$ 77,115	\$ 77,732	\$ 78,354	\$ 78,981	\$ 79,613
225	Travel	\$ 78,170	\$ 78,796	\$ 79,426	\$ 80,061	\$ 80,702	\$ 81,347	\$ 81,998	\$ 82,654	\$ 83,315
225	Maintenance/Facilities Managers	\$ 90,961	\$ 91,689	\$ 92,423	\$ 93,162	\$ 93,907	\$ 94,658	\$ 95,416	\$ 96,179	\$ 96,948
250	Payroll Manager	\$ 96,011	\$ 96,779	\$ 97,554	\$ 98,334	\$ 99,121	\$ 99,914	\$ 100,713	\$ 101,519	\$ 102,331
215	Pilot	\$ 111,706	\$ 112,600	\$ 113,501	\$ 114,409	\$ 115,324	\$ 116,246	\$ 117,176	\$ 118,114	\$ 119,059
225	HR Specialist	\$ 86,410	\$ 87,101	\$ 87,798	\$ 88,501	\$ 89,209	\$ 89,922	\$ 90,642	\$ 91,367	\$ 92,098
200	Asst Principal	\$ 100,119	\$ 100,920	\$ 101,728	\$ 102,542	\$ 103,362	\$ 104,189	\$ 105,022	\$ 105,862	\$ 106,709
215	Coordinator	\$ 115,523	\$ 116,448	\$ 117,379	\$ 118,318	\$ 119,265	\$ 120,219	\$ 121,181	\$ 122,150	\$ 123,127
200	Principal	\$ 123,224	\$ 124,209	\$ 125,203	\$ 126,205	\$ 127,214	\$ 128,232	\$ 129,258	\$ 130,292	\$ 131,334
245	Director	\$ 134,776	\$ 135,855	\$ 136,941	\$ 138,037	\$ 139,141	\$ 140,254	\$ 141,376	\$ 142,507	\$ 143,647
245	Asst. Superintendent	\$ 142,488	\$ 143,627	\$ 144,776	\$ 145,935	\$ 147,102	\$ 148,279	\$ 149,465	\$ 150,661	\$ 151,866

1.5% Increase

Administrative/Professional Salary Scale

Years of Service Step

Days	Title	0 (Base)	1	2	3	4	5	6	7	8
215	Food Service Manager	\$ 69,829	\$ 70,388	\$ 70,951	\$ 71,518	\$ 72,090	\$ 72,667	\$ 73,248	\$ 73,834	\$ 74,425
215	Activities Specialist	\$ 75,066	\$ 75,667	\$ 76,272	\$ 76,882	\$ 77,497	\$ 78,117	\$ 78,742	\$ 79,372	\$ 80,007
225	Travel	\$ 78,557	\$ 79,186	\$ 79,819	\$ 80,458	\$ 81,101	\$ 81,750	\$ 82,404	\$ 83,063	\$ 83,728
225	Maintenance/Facilities Managers	\$ 91,412	\$ 92,143	\$ 92,880	\$ 93,623	\$ 94,372	\$ 95,127	\$ 95,888	\$ 96,655	\$ 97,428
250	Payroll Manager	\$ 96,487	\$ 97,258	\$ 98,037	\$ 98,821	\$ 99,611	\$ 100,408	\$ 101,212	\$ 102,021	\$ 102,837
215	Pilot	\$ 112,259	\$ 113,157	\$ 114,062	\$ 114,975	\$ 115,895	\$ 116,822	\$ 117,756	\$ 118,698	\$ 119,648
225	HR Specialist	\$ 86,838	\$ 87,533	\$ 88,233	\$ 88,939	\$ 89,650	\$ 90,367	\$ 91,090	\$ 91,819	\$ 92,554
200	Asst Principal	\$ 100,615	\$ 101,420	\$ 102,231	\$ 103,049	\$ 103,874	\$ 104,705	\$ 105,542	\$ 106,387	\$ 107,238
215	Coordinator	\$ 116,095	\$ 117,024	\$ 117,960	\$ 118,904	\$ 119,855	\$ 120,814	\$ 121,780	\$ 122,755	\$ 123,737
200	Principal	\$ 123,834	\$ 124,824	\$ 125,823	\$ 126,829	\$ 127,844	\$ 128,867	\$ 129,898	\$ 130,937	\$ 131,985
245	Director	\$ 135,444	\$ 136,527	\$ 137,619	\$ 138,720	\$ 139,830	\$ 140,949	\$ 142,076	\$ 143,213	\$ 144,359
245	Asst. Superintendent	\$ 143,193	\$ 144,339	\$ 145,493	\$ 146,657	\$ 147,830	\$ 149,013	\$ 150,205	\$ 151,407	\$ 152,618

2% Increase
Administrative/Professional Salary Scale

Years of Service

Days	Title	0 (Base)	1	2	3	4	5	6	7	8
215	Food Service Manager	\$ 70,173	\$ 70,734	\$ 71,300	\$ 71,871	\$ 72,445	\$ 73,025	\$ 73,609	\$ 74,198	\$ 74,792
215	Activities Specialist	\$ 75,436	\$ 76,039	\$ 76,648	\$ 77,261	\$ 77,879	\$ 78,502	\$ 79,130	\$ 79,763	\$ 80,401
225	Travel	\$ 78,944	\$ 79,576	\$ 80,212	\$ 80,854	\$ 81,501	\$ 82,153	\$ 82,810	\$ 83,473	\$ 84,140
225	Maintenance/Facilities Managers	\$ 91,862	\$ 92,597	\$ 93,338	\$ 94,084	\$ 94,837	\$ 95,596	\$ 96,360	\$ 97,131	\$ 97,908
250	Payroll Manager	\$ 96,962	\$ 97,738	\$ 98,520	\$ 99,308	\$ 100,102	\$ 100,903	\$ 101,710	\$ 102,524	\$ 103,344
215	Pilot	\$ 112,812	\$ 113,715	\$ 114,624	\$ 115,541	\$ 116,466	\$ 117,397	\$ 118,337	\$ 119,283	\$ 120,237
225	HR Specialist	\$ 87,266	\$ 87,964	\$ 88,668	\$ 89,377	\$ 90,092	\$ 90,813	\$ 91,539	\$ 92,271	\$ 93,010
200	Asst Principal	\$ 101,111	\$ 101,920	\$ 102,735	\$ 103,557	\$ 104,385	\$ 105,220	\$ 106,062	\$ 106,911	\$ 107,766
215	Coordinator	\$ 116,667	\$ 117,600	\$ 118,541	\$ 119,490	\$ 120,446	\$ 121,409	\$ 122,380	\$ 123,359	\$ 124,346
200	Principal	\$ 124,444	\$ 125,439	\$ 126,443	\$ 127,454	\$ 128,474	\$ 129,502	\$ 130,538	\$ 131,582	\$ 132,635
245	Director	\$ 136,111	\$ 137,200	\$ 138,297	\$ 139,404	\$ 140,519	\$ 141,643	\$ 142,776	\$ 143,918	\$ 145,070
245	Asst. Superintendent	\$ 143,898	\$ 145,050	\$ 146,210	\$ 147,380	\$ 148,559	\$ 149,747	\$ 150,945	\$ 152,153	\$ 153,370

BERING STRAIT SCHOOL DISTRICT
Personnel Action Items

September 11, 2025

BP 4112.2: Contracts - Certificated Personnel
BP 4216: Probationary/Permanent Status

Classified Employees for Permanent Status

Superintendent Dodd recommends the following Classified employees for permanent status:

<u>SITE:</u>	<u>NAME:</u>	<u>POSITION:</u>
Brevig Mission	Alberta Olanna	Title 1/Migrant Education Aide
Shaktoolik	Amber Sampson	Educational Aide
St. Michael	Kealan Kobuk	Custodian
St. Michael	Jacqueline Niksik	1:1 Special Education Aide
Teller	Jazzlyn Garnie	Indian Education Aide
District Office	Thomas Saccheus	Itinerant Skilled Trades Helper

MOTION REQUESTED: Motion to appoint aforementioned staff to permanent status as Classified Employees for the Bering Strait School District.

Alternatives:

1. Approve the aforementioned staff to permanent status,
 2. Take no final action,
 3. Table until next board meeting.
-

Certified & Professional Employees Recommended for Personnel Action

Superintendent Dodd recommends employment for the following individuals as professional staff members in the Bering Strait School District for the 2025-2026 school year.

<u>SITE:</u>	<u>NAME:</u>	<u>POSITION:</u>
Elim	Mary Swanson	Long-term Substitute Teacher
Gambell	Leslie Anne Ditaunon	Teacher
Koyuk	Gemma Hubahib	Teacher
Shaktoolik	Theresa Reyes	Teacher
St. Michael	Christie Gereña	Teacher
St. Michael	BethAnn Miner	Teacher
Stebbins	Frances Bandales	Teacher
Stebbins	Gladys Borillo	Teacher
Teller	Reid Jackowick	Principal
Teller	Coleen Namuco	Teacher
Wales	Helen Villadiego	Teacher
NACTEC	Reggie Luna	Teacher
NACTEC	Ronald Navarro	Teacher
District Office	Amy Brower	Assistant Superintendent
District Office	Albert Randall Brower	Business Manager
District Office	Mary Suzzuk Huntington	Director

MOTION REQUESTED: Motion to hire aforementioned staff as professional employees in the Bering Strait School District for the 2025-2026 school year.

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



To: BSSD Regional School Board

From: Tera Cunningham, HR Director

Subject: FY26 HR Update

Date: September 11, 2025

Board Policy: BP4111- Recruitment & Selection, BP 4111.2/4211.2/4311.2 - Legal Status Requirement - All Personnel, BP 4141/4241 - Negotiated Agreement

Strategic Plan: Staff Support

Staffing and Recruitment

We currently have 178 teachers hired for the school year. We have nine total vacancies, including six teaching positions and three school counselor positions, located in Diomedes, Elim, Shaktoolik, Stebbins, Teller, and Unalakleet.

We are actively recruiting for these openings on ATP, AERRC, and Indeed. We have also received invitations to various university job fairs this fall and are evaluating whether to attend in person or virtually based on cost-effectiveness.

International Employee Update

We have partnered with the immigration law firm FordMurray to manage the complex visa application process. Mr. Russell Ford and his team are guiding both our organization and our employees, ensuring we remain in full compliance with USCIS regulations.

A key benefit of this partnership is that the law firm directly bills employees for their portion of visa fees, which includes payment plans. This arrangement eliminates the need for the district to pay these costs upfront and then recover them through payroll, significantly reducing the administrative burden on our Business Office.

We currently employ 68 teachers on H-1B visas and 18 teachers on J-1 visas. The J-1 visas for all 18 teachers will expire at the end of this school year.

Many of our J-1 visa holders are subject to a U.S. immigration law that requires them to return to their home country for two years before they can apply for another visa or permanent residency. However, some of our teachers are eligible for a waiver, which allows them to remain in the U.S. to pursue an H-1B visa or a green card. FordMurray is assisting these employees with the complex waiver application process.

Teacher Certification

We have 23 teachers with inactive certifications. Thirteen of these teachers are applying for their first Emergency Certificate, which provides them with the time needed to complete the required Praxis exam, two Alaska/Multicultural courses, and fingerprinting.

To help our staff successfully pass the Praxis exam, we are offering assistance with the testing process. While the exam can be taken online from any location, it requires a stable internet connection, and it can be time-consuming to set up due to strict security protocols.

If these challenges arise, taking the exam at a testing center in Anchorage is an alternative. In keeping with our past practices, the district will continue to provide one-time financial travel assistance for those who choose this option.

Out-of-Field Certification

The Department of Education and Early Development (DEED) is committed to providing a high-quality education to all Alaskan students through its Equitable Access Plan to Excellent Educators. This program's primary goal is to ensure that all students have access to effective and experienced educators.

As part of this effort, DEED requires every school district in Alaska to report the number of teachers who are instructing subjects outside of their certified fields. This data helps the state track progress and identify areas where additional support is needed to place qualified teachers in every classroom.

BSSD currently has 13 teachers who are teaching outside of their certified endorsement. We are following DEED's guidelines, which allow an endorsement to be earned with a passing score on a content area exam and two years of experience in that field. The following teachers will be taking the required Praxis exam for their teaching assignment:

- Elementary: 2 teachers
- Early Childhood Education: 3 teachers
- High School ELA: 1 teacher
- High School Math: 1 teacher
- High School Social Studies: 2 teachers
- Middle School ELA: 2 teachers
- Middle School Math: 2 teachers

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



To: BSSD Regional School Board

From: Superintendent Dodd

Subject: FY26 Board Meeting Calendar

Date: September 11, 2025

Board Policy: BB 9320 Meetings

BACKGROUND AND/OR PERTINENT INFORMATION:

Each year the School Board will create an yearly calendar specifying the date, time and place of each regular meeting.

Alternatives:

1. Approve the FY26 Board Calendar.
2. Table until the next meeting.
3. Take no final action.

ACTION NEEDED:

A motion to approve the FY26 Board Calendar as presented.

2025 – 2026 BSSD School Board Calendar

Dates, Times, and Items are subject to change.

September 10, 2025 Work Session – virtual	Prior year’s EOY fiscal update Current Fiscal Budget Revisions Board Calendar District Organizational Chart Summer Purchases
September 11, 2025 In White Mountain	Beginning of the year department intro (data, enrollment, assessment calendar, projects, final fuel, activity calendar, Bilingual/Bicultural, HR-staffing, out of field, facilities-summer update) New school year demographics (enrollment, etc.) AASB Fall Boardmanship Academy (18-20, Anchorage – 4 approved)
October 15, 2025 Work Session – virtual This is during AFN.	1 st Q budget update Federal Grant approvals Full Facilities review (Fiscal Committee) Strategic Plan timeline Appoint member to Resolution Committee Inservice dates and topics School Climate Results School Designations
October 16, 2025 In Wales	School Equipment (Fiscal Committee) Counselor/CCR update HR State Election Certification – target date October 24
November 3, 2025 In Unalakleet	Swear in new Board Members (if needed) Elect Officers/Committees Review/Approve Audit HR Committee Meeting Calendar Development Policy Committee work with AASB Declare Board Seat I Vacant (if needed) AASB Annual Conference (13-16 Anchorage – 11 approved plus Superintendent)
December 2, 2025, Work Session – virtual	Interview Applicants for vacant seat (if needed) Appoint and Swear in new Board Member – Seat I (if needed) Superintendent Yearly Report to District Staffing Level Review/proposal (Fiscal Committee)
December 3, 2025 In Gambell	Review District Office and Principal Evaluation tool
January 21, 2026 Work Session – virtual	Approve Staffing Levels for Next Fiscal Year Mid-year budget review Next Fiscal Year Budget review (Fiscal Committee) Job Fair Information Preliminary graduation

2025 – 2026 BSSD School Board Calendar

Dates, Times, and Items are subject to change.

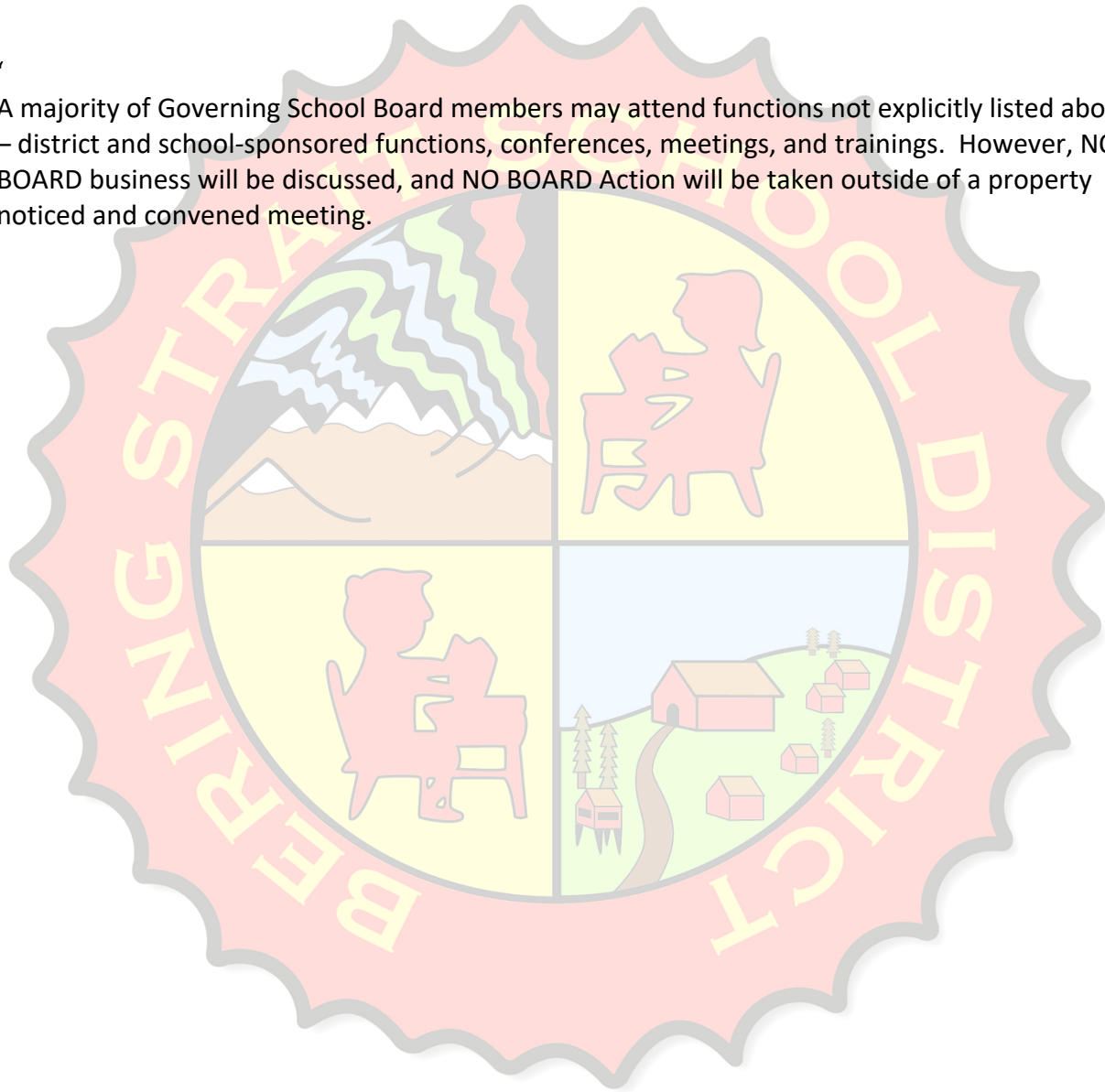
<p>January 22, 2026 In Brevig Mission</p>	<p>Certified Negotiation update Timeline for Superintendent Evaluation</p> <p>Preliminary Next School Year School Calendar Survey Begin Bid Process for Aircraft Contract</p> <p>MTSS Conference 23-25 Anchorage – (1-2 members approved)</p>
<p>February 25, 2026 Work Session – virtual</p> <p>This is during the 1A B-Ball Tournament</p>	<p>Next fiscal year’s budget goes out for public comment Job Fair information - R Approve School Calendar - A AASB Legislative Fly-in and Youth Advocacy 7-10 (2-3 members approved) Approved contracts released</p>
<p>February 26, 2026 In St. Michael</p>	
<p>March 25, 2026 Work Session – virtual</p>	<p>Curriculum update/approval Survey results on budget update Strategic Plan update Board Self-Assessment begins</p>
<p>March 26, 2026 In Brevig Mission</p>	
<p>April 17, 2026 Work Session – virtual</p> <p>This is during state NYO</p>	<p>Policy recommendations from AASB Strategic Plan final Approve Curriculum Current year budget revisions Next year’s budget update Graduation report AASB Spring Boardmanship 18-20 ANC (3-4 members approved) NSAB Annual Conference 10-12 San Antonio (1-2 members approved)</p>
<p>April 17, 2026 Golovin</p>	
<p>May TBD</p>	<p>Review Student Handbook Review Crisis Response Plan Next Year’s Final Budget approval</p>

2025 – 2026 BSSD School Board Calendar

Dates, Times, and Items are subject to change.

Notice of Possible Quorum

A majority of Governing School Board members may attend functions not explicitly listed above – district and school-sponsored functions, conferences, meetings, and trainings. However, NO BOARD business will be discussed, and NO BOARD Action will be taken outside of a properly noticed and convened meeting.



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



To: BSSD Regional School Board

From: Superintendent Dodd

Subject: FY26 Organizational Chart

Date: September 10, 2025

Board Policy: BP 2110 Organization Chart

BACKGROUND AND/OR PERTINENT INFORMATION:

Each year the Superintendent will create an organizational chart to identify lines of primary responsibility and the relationships between district positions. The Superintendent will insure that all personnel understand to whom they are responsible and for what functions.

Alternatives:

1. Approve the FY26 Organization Chart.
2. Table until the next meeting.
3. Take no final action.

ACTION NEEDED:

A motion to approve the FY26 Organization Chart as presented.

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



To: BSSD Regional School Board

From: John Juvinall

Subject: Indian Education

Date: September 11, 2025

Board Policy 6174.1: Education of Native Indian Children

BACKGROUND AND/OR PERTINENT INFORMATION:

Indian Education Policies and Procedures: Policy 2:

The Bering Strait School district will provide an opportunity for the Tribe and parents of Indian children to provide their views on the District's educational program and activities, including recommendations on the needs of their children and how the District may help those children realize the benefits of the educational programs and activities. [34CFR222.94(a)(2)]

Grant Objectives: Year 4 of 4:

- Increase school readiness
- Increase knowledge of cultural identity and awareness
- Culturally responsive academic enrichment
- Cultural enrichment

Indian Education Grant supports all 15 sites with the following:

- 14 paraprofessionals in the classroom
- Contract with ANSEP
- Travel and activities for Cultural Gatherings
- 1 ECE teacher
- Supplemental cultural materials for classrooms

Alternatives:

1. Approve the Indian Education Grant as proposed.
2. Table until the next meeting.
3. Take no final action.

ACTION NEEDED:

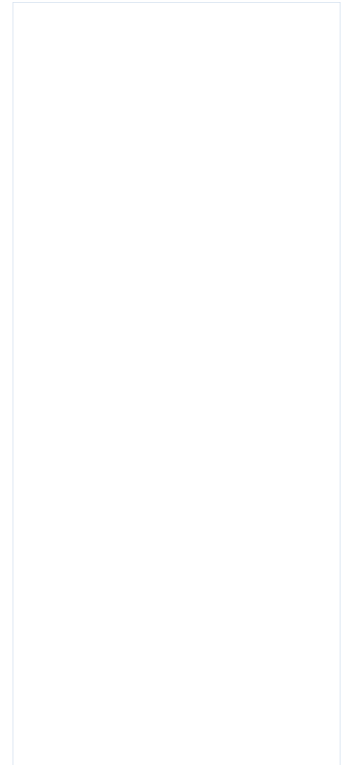
Administration recommends that the Governing Board approve the acceptance of the Indian Education Grant in the total amount of \$539,705

Narrative Description of Program Budget
(A narrative justification must accompany EACH request for a budget revision)

Grant Recipient: Bering Strait School District
Grant Number: S060A250119
Grant Title: FY 26 INDIAN EDUCATION **Revision Number:** _____

Chart of Accounts Number	Account Title	Budget Amount	Narrative Description
<i>Required</i>		TOTAL	Please include a COMPLETE description of each line item. Budget revisions must include a justification for each change including the impact on the program originally approved.
310	CERTIFICATED SALARIES	117,982.00	Certified Employees wages
320	NON-CERTIFICATED SALARIES	260,433.00	Non Certified Employpess wages
360	EMPLOYEE BENEFITS	50,000.00	Benefits for Certified and Non Certified
390	TRANSPORTATION COSTS	-	
410	PROFESSIONAL & TECHNICAL	50,000.00	Contract with ANSEP
420	STAFF TRAVEL	20,000.00	Travel, lodging, per diem for district site service.
425	STUDENT TRAVEL	-	
430	UTILITY SERVICES	-	
440	OTHER PURCHASED SERVICES	-	
450	SUPPLIES/MATERIALS/MEDIA	17,489.00	Supplies, materials needed for Indian Ed.
490	OTHER EXPENSES (Dues & Fees)	-	
480	TUITION & STIPENDS		
510	Equipment		
540	Other Capital Outlay Expenses		

Copy and attach additional pages as needed.



Strait School District

Grant Recipient: Bering Strait School District

Grant Number: S060A250119

Grant Title: FY 26 INDIAN EDUCATION

Revision Number:

UNIFORM CHART of ACCOUNTS		Account Title	Budget Amount		
			Initial/Current Budget	Revisions (+ or -)	Approved Budget
Required	Optional				
310		CERTIFICATED SALARIES	0.00	117,982.00	117,982.00
	314	Director/Coordinator/Manager		40,200.00	40,200.00
	315	Teacher		77,782.00	77,782.00
	316	Extra Duty Pay		0.00	
	317	Certificated Substitutes		0.00	
	318	Specialists		0.00	
320		NON-CERTIFICATED SALARIES	0.00	260,433.00	260,433.00
	321	Director/Coordinator/Manager		0.00	
	323	Aides		260,433.00	260,433.00
	324	Support Staff		0.00	
	329	Substitutes/Temporaries		0.00	
360		EMPLOYEE BENEFITS		50,000.00	50,000.00
390		TRANSPORTATION COSTS		0.00	0.00
410		PROFESSIONAL & TECHNICAL		50,000.00	50,000.00
420		STAFF TRAVEL		20,000.00	20,000.00
425		STUDENT TRAVEL		0.00	0.00
430		UTILITY SERVICES		0.00	0.00
440		OTHER PURCHASED SERVICES		0.00	0.00
450		SUPPLIES/MATERIALS/MEDIA	0.00	17,489.00	17,489.00
	451	Teaching Supplies		0.00	
	454	Office Supplies		0.00	
	457	Small Tools & Equipment		0.00	
	471	Textbooks		0.00	
490		OTHER EXPENSES (Dues & Fees)		0.00	0.00
		UNALLOCATED** --->	515,904.00	(515,904.00)	
Subtotal Direct Costs			515,904.00	0.00	515,904.00
Indirect Rate			4.41%		4.41%
Indirect Amount			23,801.00	0.00	23,801.00
480		TUITION & STIPENDS		0.00	
510		EQUIPMENT (no indirect charges)		0.00	
540		OTHER CAPITAL OUTLAY EXPENSES		0.00	
TOTAL			539,705.00	0.00	539,705.00

**** UNALLOCATED FUNDS MAY NOT BE ENCUMBERED OR SPENT. A BUDGET REVISION IS REQUIRED.
A narrative explanation is required for ALL budget revisions.**

DISTRICT APPROVAL

NAME & TITLE

SIGNATURE

DATE

TELEPHONE NUMBER



To: BSSD Regional School Board

From: Alex Roberts, Director of Curriculum & Instruction

Subject: Data Analysis

Date: September 4th, 2025

Student Support

Data Analysis:

Please see the attached PowerPoint for information regarding the AK Star results from 2022-2025 and the DIBELS Assessment from last year.

AK Star Scores By Cohort

When we look at our AK STAR scores, there are two different ways we can track performance:

1. **By grade level** (for example, comparing 4th grade results in 2023 vs. 2024 vs. 2025).
 - The problem with this method is that we're not actually looking at the same students. One year's 4th grade is a completely different group of kids from the next year's 4th grade, so changes could be caused by differences in the groups rather than actual instructional impact.
2. **By cohort** (following the same group of students as they move from 3rd grade to 4th, then 5th, and so on).
 - This method allows us to see how the *same* students are growing over time. For example, instead of asking, "How did this year's 4th grade compare to last year's 4th grade?" we ask, "How did the students who were 3rd graders last year perform once they reached 4th grade?"
 - This gives us a much clearer picture of student growth, because we're following their learning journey year to year, not swapping in different groups of students.

The scores can be found on slides 3 and 4 of the presentation.

DIBELS Scores by School:

When we look at the **Amplify DIBELS assessment** for grades K–3, there are two main types of results shown:

1. **Overall Scores** – These are the composite results that combine multiple skills (like phonemic awareness, phonics, fluency, etc.) into one number. This helps us see a student's *overall reading development*.
2. **Percentiles** – These show how our students compare to other students nationwide who also take the DIBELS test. For example, a student at the 60th percentile scored better than 60% of students across the country.

We look at both the **beginning-of-year** and **end-of-year** scores to measure how much progress students made over the course of the year.

To make this easier to interpret, we've aligned the results with DIBELS' color-coded benchmark levels:

- **Red** = Below Benchmark (significant risk)
- **Yellow** = Approaching Benchmark (some risk)
- **Green** = At Benchmark (on track)
- **Blue** = Above Benchmark (well above average)

This color system allows us to quickly see not only where students start and end, but also whether more of them are moving into the “on track” and “above benchmark” categories over time.

You can find these scores on slides 6-20.

Summary:

Positives

- Students showed clear growth across cohorts in AKStar in both ELA and Math.
- Many K–3 students moved up benchmark levels in Dibels (more green/blue by end of year).

Challenges

- Stebbins data missing due to a system error (pending update).
- Some schools still have high percentages in red/yellow, showing continued risk.

Next Steps

- Celebrate growth at schools with strong movement into green/blue.
- Provide targeted support for schools/grades with large red/yellow groups.
- Continue using cohort tracking for clearer year-to-year growth.

District Data Analysis Presentation



Bering Strait School
District

AK Star Scores by Cohort

When we look at our AK STAR scores, there are two different ways we can track performance:

1. **By grade level** (for example, comparing 4th grade results in 2023 vs. 2024 vs. 2025).
 - The problem with this method is that we're not actually looking at the same students. One year's 4th grade is a completely different group of kids from the next year's 4th grade, so changes could be caused by differences in the groups rather than actual instructional impact.
2. **By cohort** (following the same group of students as they move from 3rd grade to 4th, then 5th, and so on).
 - This method allows us to see how the *same* students are growing over time. For example, instead of asking, "How did this year's 4th grade compare to last year's 4th grade?" we ask, "How did the students who were 3rd graders last year perform once they reached 4th grade?"
 - This gives us a much clearer picture of student growth, because we're following their learning journey year to year, not swapping in different groups of students.

The following is a look at our cohort growth.

District AK Star Results for ELA (Cohort Growth)

	22/23 Score	23/24 Score	24/25 Score	Cohort Change
3rd	1556	1553	1557	
4th	1557	1560	1560	
5th	1563	1563	1562	7
6th	1565	1569	1563	8
7th	1562	1563	1567	6
8th	1569	1563	1565	4
9th	1573	1573	1566	0
Overall			4	4

District AK Star Results for Math

	22/23 Score	23/24 Score	24/25 Score	22-25 Change
3rd	1496	1491	1496	
4th	1507	1505	1505	
5th	1512	1513	1510	14
6th	1516	1520	1516	14
7th	1522	1521	1525	9
8th	1532	1522	1528	13
9th	1544	1537	1530	12
			5	8

DIBELS Scores by School

When we look at the **Amplify DIBELS assessment** for grades K–3, there are two main types of results shown:

1. **Overall Scores** – These are the composite results that combine multiple skills (like phonemic awareness, phonics, fluency, etc.) into one number. This helps us see a student’s *overall reading development*.
2. **Percentiles** – These show how our students compare to other students nationwide who also take the DIBELS test. For example, a student at the 60th percentile scored better than 60% of students across the country.

We look at both the **beginning-of-year** and **end-of-year** scores to measure how much progress students made over the course of the year.

To make this easier to interpret, we’ve aligned the results with DIBELS’ color-coded benchmark levels:

- **Red** = Below Benchmark (significant risk)
- **Yellow** = Approaching Benchmark (some risk)
- **Green** = At Benchmark (on track)
- **Blue** = Above Benchmark (well above average)

This color system allows us to quickly see not only where students start and end, but also whether more of them are moving into the “on track” and “above benchmark” categories over time.

Elim Dibels Scores and Percentiles



	BOY	EOY
K	245/13th	404/24th
1	338/51st	458/49th
2	339/58th	428/37th
3	294/16th	428/38th

St. Michael Dibels Scores and Percentiles



	BOY	EOY
K	275/39th	415/41st
1	320/33rd	434/31st
2	311/30th	414/25th
3	290/12th	402/18th

Brevig Dibels Scores and Percentiles



	BOY	EOY
K	252/22nd	380/11th
1	312/21st	412/16th
2	307/25th	429/37th
3	298/18th	406/20th

Diomedede Dibels Scores and Percentiles



	BOY	EOY
K	NA	NA
1	NA	NA
2	297	476
3	NA	NA

Hogarth Kingeekuk Dibels Scores and Percentiles



	BOY	EOY
K	247/11th	396/23rd
1	338/36th	456/56th
2	N/A	415/39th
3	N/A	380/8th

James C. Isabell Dibels Scores and Percentiles



	BOY	EOY
K	261/34th	469/52nd
1	315/26th	441/38th
2	294/10th	392/11th
3	292/13th	399/15th

John Apangalook Dibels Scores and Percentiles



	BOY	EOY
K	277/42nd	400/24th
1	326/35th	433/31st
2	322/41st	418/27th
3	304/24th	419/29th

Kingikmiut Dibels Scores and Percentiles



	BOY	EOY
K	243/1st	354/1st
1	306/10th	404/9th
2	N/A	366/1st
3	284/10th	377/6th

Koyuk Dibels Scores and Percentiles



	BOY	EOY
K	244/5th	425/47th
1	319/25th	435/29th
2	317/37th	434/41st
3	325/43rd	451/54th

Martin L. Olson Dibels Scores and Percentiles



	BOY	EOY
K	302/63rd	483/81st
1	N/A	N/A
2	321/43rd	458/58th
3	350/68th	N/A

Paul F. Asicksik Dibels Scores and Percentiles



	BOY	EOY
K	304/55nd	420/40th
1	310/17th	417/16th
2	326/46th	417/31st
3	353/69th	N/A

Shishmaref Dibels Scores and Percentiles

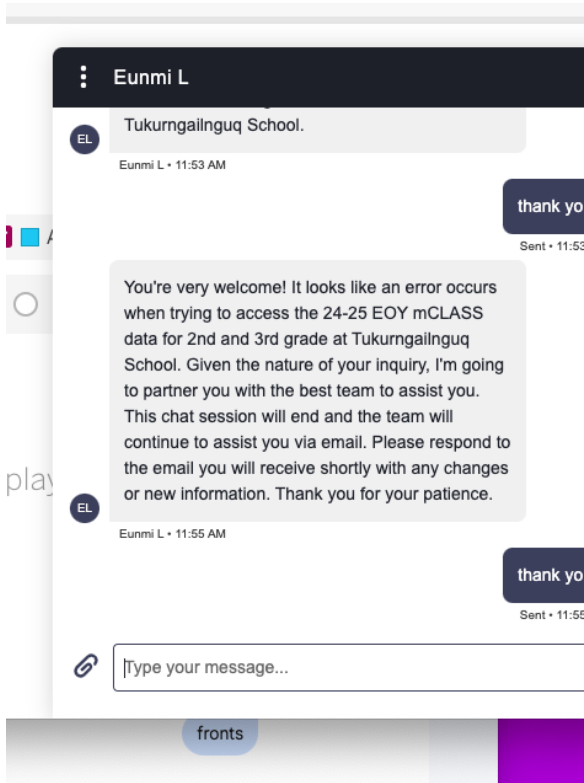


	BOY	EOY
K	280/42nd	419/39th
1	303/6th	440/36th
2	312/32nd	401/17th
3	296/17th	397/15th

Stebbins Dibels Scores and Percentiles



There was a system error for the data in Stebbins. A ticket has been put in for this.



Unalakleet Dibels Scores and Percentiles



	BOY	EOY
K	319/69th	456/70th
1	337/58th	453/44th
2	321/42nd	442/46th
3	346/63rd	457/61st

White Mountain Dibels Scores and Percentiles



	BOY	EOY
K	321/71st	466/70th
1	326/42nd	452/43rd
2	311/31st	425/32nd
3	317/37th	411/27th

District-Wide Summary

Positives

- Students showed clear growth across cohorts in AKStar in both ELA and Math.
- Many K–3 students moved up benchmark levels in Dibels (more green/blue by end of year).

Challenges

- Stebbins data missing due to a system error (pending update).
- Some schools still have high percentages in red/yellow, showing continued risk.

Next Steps

- Celebrate growth at schools with strong movement into green/blue.
- Provide targeted support for schools/grades with large red/yellow groups.
- Continue using cohort tracking for clearer year-to-year growth.



To: BSSD Regional School Board
Instruction

From: Alex Roberts, Director of Curriculum and Instruction

Subject: C&I Projects

Date: 9/4/2025

Student Support

BACKGROUND AND/OR PERTINENT INFORMATION:

This report is to inform the school board of some of the major projects coming from the curriculum and instruction department.

I. Major Curriculum Projects

1. K–12 Science Curriculum Adoption

- Final review of options scheduled for winter 2026.
- Adoption committee formed; feedback tools and pilot processes under design.
- Goal: Select standards-aligned, hands-on science curriculum with embedded support for rural Alaskan contexts by Spring 2026.

2. 6–12 ELA Curriculum: Novel-Based Study

- Continuing to work on the novel based curriculum for 6th-12th.
- Units 1 and 2 are completed for all grade levels.
- Units 3 and 4 will be finished before October.

3. K–5 and 6–12 Instructional Models

- New models built with consistency and teacher autonomy in mind.
- K–5 math: Number talks + fluency practice + core lesson + mini-assessment.
- 6–12 ELA: Opening tasks + whole group reading + structured work time + closing reflection.

II. Strategic Initiatives

4. New Social Studies Standards Implementation Plan

- Multi-year rollout that has been submitted and approved by the state.
- Year 1 (2025–2026): Awareness, unit audits, and pilot lessons.
- Year 2: Full implementation support, new resources, and PD integration.

5. John Hattie Integration and PLC Focus

- District-wide focus on high-impact strategies aligned to Hattie's research.
- PLC year-long plan built on the 10 Mindframes of Visible Learning.
- Emphasis on feedback, collective teacher efficacy, and clarity.

III. Instructional Support Systems

6. Communication Plan Overhaul

- New monthly newsletters, updated C&I page, and clearer workflows for curriculum orders.

7. Instructional Video Library Launch

- Library of 3–5 minute videos on strategies and model lessons.
- Topics aligned to district priorities and Hattie's top 20 strategies.
- Hosted in Google Drive with cataloged links in staff hub.

IV. Systems & Data

8. BSSD Instructional Strategies

- Finalized and branded for district-wide consistency.
- Example: Wait time, formative checks, success criteria, think-pair-share, etc.
- Incorporated into observations, PD, and video library.

9. Survey and Data Analysis

- Principal and teacher end-of-year surveys analyzed.
- Researching data dashboards built to support site-based reflection.

10. Updated Curriculum Ordering Form

- Revised to simplify and clarify ordering process.
- Now includes dropdowns for grade level, vendor, quantity, and training needs.

V. Coaching & Expansion

11. Instructional Coaching Plan: Year Two

- Year 2 includes clearer roles, continued training, and feedback cycles.
- Monthly themes connected to district instructional strategies and Hattie's work.

12. Exploring Aunt Phil's Trunk Curriculum

- Alaskan history supplement under review.
- Strong potential for middle school integration with thematic ELA units.

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



To: BSSD Regional School Board

From: Melissa Matthews
Director of Student Services

Subject: Sept. 2025 Board Report

Date: Sept. 3, 2025

Board Policy:

BP 6159 INDIVIDUALIZED EDUCATION PROGRAM
BP 6164.4 CHILD FIND
BP 5142.3 RESTRAINT AND SECLUSION
BP 41222 STUDENT TEACHERS - CERTIFICATED PERSONNEL

Strategic Plan: Staff Support

BACKGROUND AND/OR PERTINENT INFORMATION:

Special Education Update

Currently, the Special Education Department is serving approximately 210 students through our Special Education programs. We have several referrals and initial evaluations in process and are expecting the caseload to grow by the end of this school year.

- **Related Service Update:** Many thanks to all our itinerant related service providers who assist and train our Special Education staff to provide the best services for our students. Our related service needs continue to be in high demand for students across our district. We currently have 2 Speech Pathologists, 1 Occupational Therapist, 1 Physical Therapist and 1 School Psychologist. All related service providers are scheduled to do their 1st on site visits in September.
- **Tundra Health Initiative:** BSSD continues its partnership with Tundra Health Initiative as they will try to visit each of our 15 sites to provide Child Find Vision screenings and eye exams to our communities. Additionally, students will have access to prescription glasses if necessary. All of this continues to be at no-cost to students and parents. Tundra Health Visits have started their visits to the schools.
- **CPI (Crisis Prevention Intervention) Training:** Crisis Prevention Intervention training is being provided to a sufficient number of school staff members at each site to meet the needs of the school population. This training fulfills the requirement for AS 14.333.125 Districts must provide periodic training in an approved crisis intervention program. At this time training has been provided to 8 sites.

Section 504 Services Update:

There are 19 students under Section 504 services, and there is a site liaison at each site facilitating these processes. Continued Professional Development opportunities will be provided through online support this year. This is offered through 1:1 support on an individualized basis, individualized learning opportunities, as well as whole group opportunities.

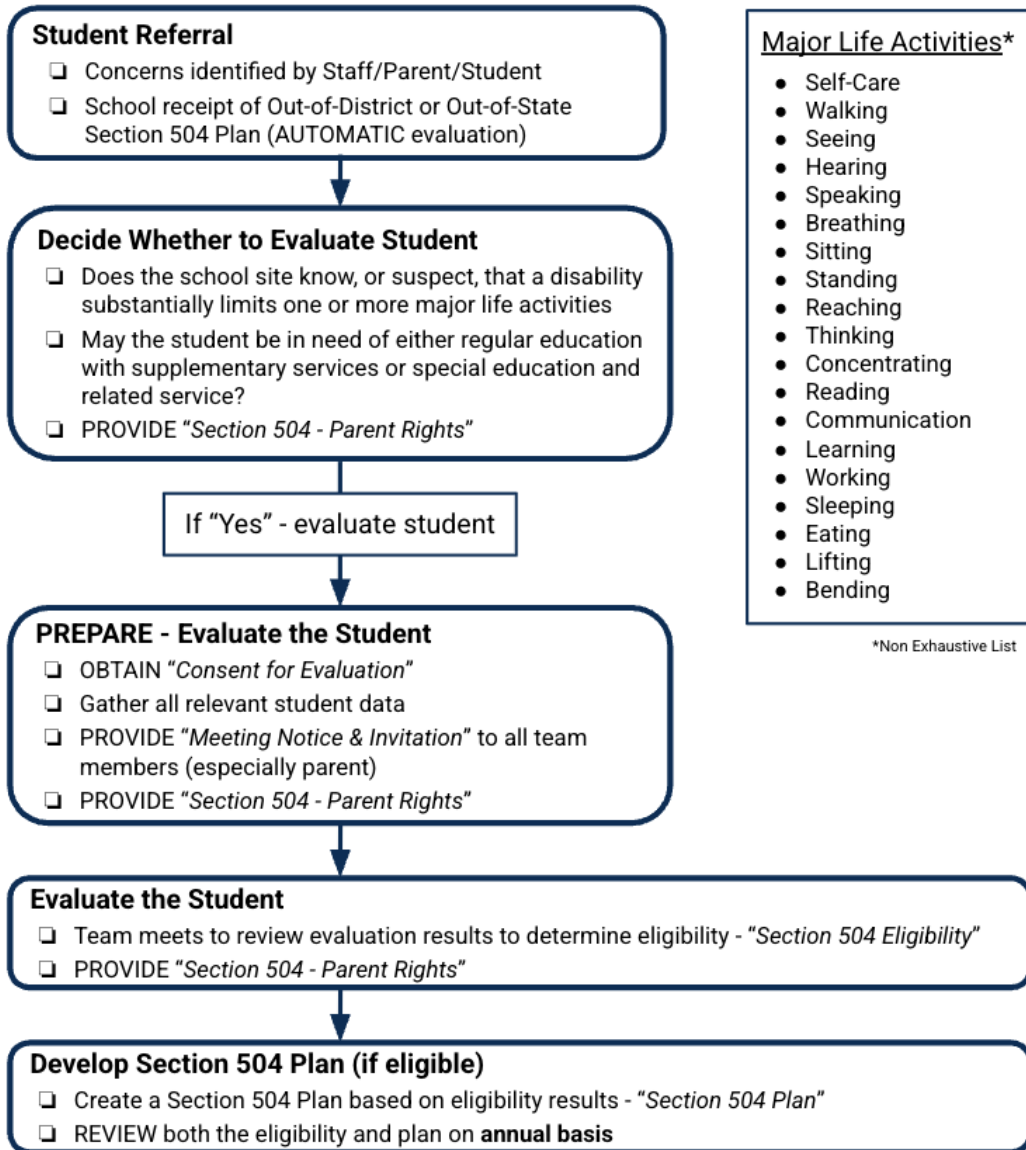
GREAT (Growing Reading Excellence and Alaskan Teachers) Alaska Project:

BSSD is participating in the Special Education Professional Development Grant that is being funded through the Alaska Department of Education and Early Development (DEED), University of Alaska Fairbanks, and Stone Soup Group. We have 5 paraprofessionals participating in this program currently. This project aims to address the shortage of certified Special Education teachers who are Alaska Native. Alaska Native teachers will have a greater impact on student achievement because they will be more likely to remain in their teaching roles for longer tenures than teachers who are imported from outside of the local community, and students will be more responsive to teachers who share their heritage and culture.

The grant will provide 100% tuition for local Alaska Native paraprofessionals in the district to take teacher education courses at the University of Alaska Fairbanks, leading to special education teacher certification as they continue to work as paraprofessionals at your school.

BSSD Section 504

Flowchart Process





BSSD Special Education Referral Process
In accordance with 34 CFR § 300.309

<p>This Flowchart illustrates the Special Education Services referral process. Steps from the time that a student is determined to need additional assistance/instruction. Continue through all of the possible phases.</p>		
Phase 1: Recognition	<p>The school and/or any member of the student's community may initiate a referral for evaluation if they recognize the student has atypical needs compared to peers of the same age/grade peers. The student will be referred to the site MTSS Solutions Team at this time.</p>	
Phase 2: Pre-Referral	<p>The student is provided with documented interventions developed by the student's MTSS Solution Team members for at least 30 school days.</p>	
Evaluate Interventions	<p>Interventions ARE successful by the end of the 30 days: Referral is stopped but teacher continues classroom interventions and student is monitored for continued growth. Parents will be provided a WN stating that the referral is denied due to interventions being successful along with the procedural safeguards.</p>	<p>Interventions Are Not successful by the end of the 30 days: site MTSS Solutions Team review date to determine if they would like to continue interventions or submit a referral by completing District Referral Forms. If the MTSS Solutions Team decides to submit a referral they will proceed to Phase 3. If site MTSS Solutions Teams determine to continue with interventions, parents will be provided a WN for denial due to not enough data to support referral along with the procedural safeguards.</p>
Phase 3: Referral for Evaluation	<p>The student is officially referred to the District Referral Team for an evaluation for Special Education services. The District Referral Team may determine that an evaluation is appropriate, a WN for referral approval will be sent home along with the procedural safeguards, proceed to Phase 4.</p> <p>However, the District may determine not to evaluate if there is insufficient data to support a suspicion of a disability. If not enough data then the student will go to Phase 2; for continued interventions to gather data. Parents will be provided a WN for denial due to insufficient data to support referral along with the procedural safeguards.</p>	
Phase 4: Parental Consent	<p><u>Parent signs</u> the Consent for Evaluation form which gives the school district permission for the evaluation process to proceed. The Parent will be given the Procedural Safeguards.</p>	
Phase 5: Eligibility	<p>The IEP team, which includes the parent, determines if the student is eligible for Special Education Services based on the evaluations completed. Alaska State criteria must be used to determine eligibility. Eligibility meeting must be held within 90 days of signed parental consent for an evaluation.</p>	
Determining Eligibility	<p>The IEP team, which includes the parent, determines NO disability is determined to impact the student's educational performance, Special Education services are not required. The IEP process stops, however, the student will continue to receive interventions developed by the MTSS Solutions Team.</p>	<p>The IEP team determines that a disability DOES impact the student's educational performance and is eligible for Special Education Services. The IEP team, which includes the parent, will determine the Disability Category that the student qualifies within and the needs needed based off of the evaluations completed. Proceed to IEP development.</p>
IEP	<p>An IEP must be developed based on the Evaluation Summary and Eligibility Report and determined needs of the student and an IEP meeting must be held within 30 days of qualifying for Special Education Services.</p>	



BSSD Special Education Referral Process

PHASE 1: Recognition

Any member of a student's community may initiate a referral for evaluation. This community is composed of their parents or guardians, extended family, teachers, medical professionals, community members, and/or agencies.

A referral is a written request for evaluation, explaining why the student might need special education services describing specific academic or behavioral concerns. A copy of the written request should go to the School Building Principal, MTSS Solutions Team, and Director of Student Services by staff that receives the request. The District Referral Team will look at data and decide within 30 school days. The student will be referred to the site MTSS Solutions Team at this time.

Materials that may be used to determine whether to evaluate include:

- Medical, therapy, or school records
- Report cards or other progress reports
- Teacher, parent, or provider information
- Other assessments
- Intervention data

Parents must consent before any records not internal to Bering Strait School District are shared with the district.

PHASE 2: Pre-Referral

Pre-referral is the process a school-based MTSS Solutions Team goes through to determine if a student may need additional supports to make academic progress. The MTSS Solutions Team must have well-documented evidence of the intervention efforts that have already taken place and include samples of student work that clearly demonstrate why they feel that an evaluation is warranted.

Interventions are Successful

Interventions ARE successful by the end of the 30 days: IEP Process is stopped but teacher continues classroom interventions and student is monitored for continued growth. A WN will be created and sent to parents along with the procedural safeguards stating that the referral is denied due to interventions being successful.

Interventions are not Successful

Interventions are NOT successful by the end of the 30 days: MTSS Solutions Team review date to determine if they would like to continue interventions or submit a referral by completing District Referral Forms. If the team decides to submit a referral they will proceed to **Phase 3**.

If the site MTSS Solutions Team determines to continue with interventions, parents will be provided a WN for denial due to insufficient data to support referral along with the procedural safeguards.

PHASE 3: Referral for Evaluation

The student is officially referred to the District Office Referral Team for an evaluation for Special Education Services. The District Office Referral team may determine that an evaluation is appropriate, a WN for referral approved will be sent to parents along with the procedural safeguards, proceed to **Phase 4**.



BSSD Special Education Referral Process

However, the District Office Referral Team may determine not to evaluate if there is insufficient data to support a suspicion of a disability. If insufficient data then go to **Phase 2**: for continued interventions to gather data and the school district will provide a WN for denial due to insufficient data to support referral along with the procedural safeguards to the parents.

PHASE 4: Parental Consent and Procedural Safeguards

Consent for Evaluation and WN will be created. Parents sign the Consent for Evaluation form which gives the school district permission for the evaluation process to proceed. The parent will be given the procedural safeguards.

PHASE 5 Eligibility:

The IEP team, which includes the parent, determines if the student is eligible for Special Education Services based on the evaluations completed. Alaska State criteria must be used to determine eligibility. Eligibility meeting must be held within 90 days of signed parental consent for an evaluation.

Determining Eligibility

The IEP team, which includes the parent, determines **NO** disability is determined to impact the student's educational performance, Special Education services are not required. The IEP process stops, however, the student will continue to receive interventions developed by the MTSS Solutions Team.

or

The IEP team determines that a disability **DOES** impact the student's educational performance and is eligible for Special Education Services. The IEP team, which includes the parent, will determine the Disability Category that the student qualifies within and the needs needed based off of the evaluations completed. Proceed to IEP development.

IEP

An IEP must be developed based on the Evaluation Summary and Eligibility Report and determined needs of the student and an IEP meeting must be held within 30 days of qualifying for Special Education Services.



To: BSSD Regional School Board

From: L.A. Commack, Facilities Foreman

Subject: Project Updates

Date: 9/4/25

Board Policy: BP 3510 Maintenance, BP 7000 New Construction

Strategic Plan: Facilities & Infrastructure

CIP Stebbins Tukurngailnguq K-12 New School update:

1. Total budget spent to date as of June 30, 2025: **\$17,120114**
2. 35% drawing complete
3. 35% Cost estimate complete
4. 35% Schematic Narrative complete
5. Survey completed. Working with SNC on lease agreement
6. Educational specifications complete
7. ADM Projection
8. Pictures
9. Cultural resources
10. Six year Capitol plan complete
11. Preventive maintenance files - Matt Wirth
12. CIP grant completed by Sept. 1, 2025, Initial list issued Nov. 5
13. Burhart Croft Architectural has done an amazing job to keep the process going,
Thank you
14. Tiny homes are 90% complete

CIP Gambell Tank Farm:

1. Total Budget spent to date: **\$11,475.00**
2. Cost Estimate submitted
3. Project Description submitted
4. Scope of work submitted
5. Pictures submitted
6. CIP Major Maintenance grant completed by Sept. 1, 2025

Controls Systems update:

1. Saint Michael Controls Completed FY25 Budget spent: **\$252,981.00**
2. Unalakleet Controls Completed FY25 Budget spent: **\$408,080**
3. Elim In progress of design phase. Budget to date: **\$ 10,880.00**

Wales Tiny Home & Life Water:

1. Life water system, Shipping enroute
2. Gravel pad Complete by Tumet
3. Arctic pipe



To: BSSD Regional School Board

From: Matthew Wirth, Maintenance
Operations Manager

Subject: Maintenance Updates

Date: September 4, 2025

Board Policy: BP 3510 Maintenance
Strategic Plan: Facilities & Infrastructure

Summer Maintenance Overview

Summer is a busy time of year for the maintenance department. With school out, we have the opportunity to complete deep cleaning of our facilities and carry out necessary housing and school repairs without disrupting students. Below is a breakdown of the work completed over the summer.

Barge Deliveries

This summer, the Bering Pacific barge played a vital role in restocking supplies across our district. By using Bering Pacific, we were able to reduce shipping costs for bulky materials by over 50%.

Items received included:

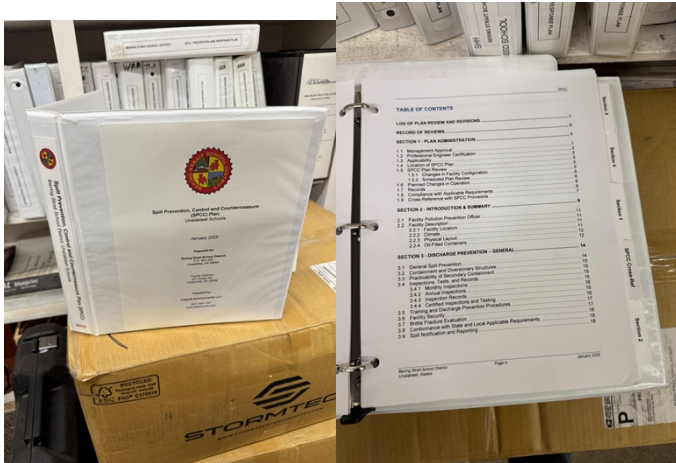
- Janitorial supplies
- Student and teacher desks
- Housing furniture
- A commercial food truck for Stebbins

Janitorial Supplies arriving and being placed in Containers at the bargain Seattle.



Facility Response Plans (FRPs)

Thanks to Integrity Environmental, FRPs for all 15 schools have been submitted to the Coast Guard. We've already received approval for White Mountain, and expect approvals for the remaining sites shortly.



Integrity also completed SPCC evaluations at the following sites:

- Unalakleet
- Savoonga
- Gambell

Upcoming inspections next week:

- Teller
- Brevig Mission
- Wales
- Shishmaref

These evaluations are more in-depth than FRPs, inspecting every tank owned by BSSD and reviewing our fuel response materials. They've helped identify issues previously overlooked.

Coast Guard Inspections

The Coast Guard conducted their annual inspections at all sites. They were pleased with the submitted FRPs and provided feedback on areas needing improvement. While these inspections can be intimidating, they are essential for identifying safety concerns that may go unnoticed during routine checks.

RUI

RUI is preparing for their annual freezer inspections across all our schools. These preventative maintenance checks help avoid costly breakdowns.

Despite planning, we did encounter freezer issues at:

- Koyuk
- Brevig Mission
- White Mountain
- Shishmaref

Most issues have been addressed. Today, September 4, RUI is replacing the condensing unit at White Mountain, a necessary but expensive repair due to the unit's age and wear.

Brevig Mission freezer unit throwing a code.



RFP's

The maintenance department issued several Requests for Proposals (RFPs) this summer. Here's a summary:

- Food Truck Swap
 - Winning bid: \$117,953
 - Change order: \$29,953
 - Status: Completed

Stebbins Rented food Truck.



Stebbins purchased commercial Kitchen.



- Savoonga Roof Repair
 - No bids received (Alaska Roof has expressed interest)
- Teller Fuel Cleanup
 - \$713,505 spent (New tank farm + partial cleanup)
- Wales Fuel Cleanup
 - \$1,430,000 spent so far (Labor, equipment, fees)

Deyoung Electric

Deyoung Electric has been instrumental in supporting multiple sites, not only with electrical work but also in vehicle maintenance, carpentry, plumbing, and painting. Below is a summary of their work:

Stebbins:

- Electrical trim-out for food truck swap
- Interior & exterior finish work on tiny homes
- Electrical, plumbing, and carpentry work
- Painting
- Repair of fire-damaged fuel transfer system

White Mountain:

- LED light installation (conference room, library, kitchen)
- Disconnect switch replacement for school shop

White Mountain Shop disconnect switch Replacement.



Golovin:

- Skidsteer repair
 - Cylinder head machined (8/29)
 - Estimated completion in 2-3 weeks

Other Sites:

- Savoonga, Gambell, Elim, and Brevig Mission
- Projects included lighting, boiler work, and vehicle repair
- Deyoung is currently completing the tiny homes in Stebbins and expects to finish by end of this week

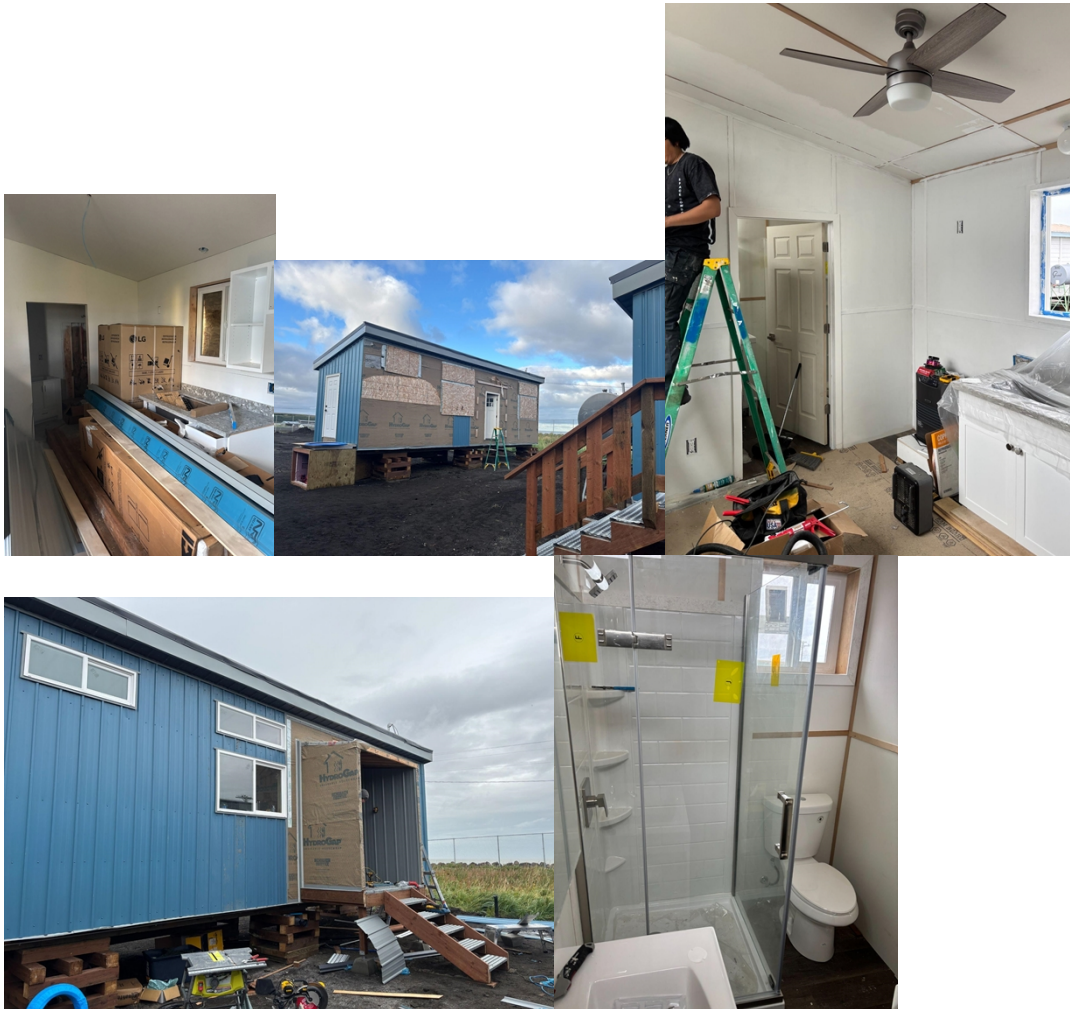
Itinerant Carpenters

Our itinerant carpenters have been working across the district, supporting both housing and school facility projects.

Stebbins:

- Assisted Deyoung with painting the tiny homes

Tiny home progress is Stebbins.



Gambell:

- Window replacements in 6-plex housing
- LED light replacements throughout the school

Elim:

- Teacher housing repairs
 - Flooring replacement
 - Painting
 - Door and lock replacements

Unalakleet:

- Teacher housing repairs (flooring, painting)
- Middle school hallway carpet replacement

Local Maintenance and Custodial Staff

Throughout the summer, our local staff have worked diligently to prepare our schools for the return of students and staff in August. Their hard work and commitment have ensured that our facilities are clean, safe, and fully operational for the new school year.

Respectfully,
Matthew Wirth

Summer 2025 Maintenance Report – Cost Breakdown

Vendor	Description	Cost
Bering Pacific Services	Deliveries to all sites for Summer 2025	\$309,685
Integrity Environmental	- Gambell fuel spill remediation evaluation - RFPs for Teller and Wales - FRPs for all sites - SPCC ongoing work <i>(Billing from January to August 27)</i>	\$162,550
RUI	Parts, travel, labor <i>(June to present)</i>	\$68,000
Deyoung Electric	Parts, travel, labor <i>(June 20 to present)</i>	\$166,000



To: BSSD Regional School Board

From: Chris Masters Jr,
Facilities Safety Manager

Subject: Maintenance Updates

Date: September 4, 2025

Board Policy: BP 3510 Maintenance

Strategic Plan: Facilities & Infrastructure

Facility Safety Manager Board Highlights

I have completed detailed site inspections for Stebbins, Wales, Teller, Saint Michael, Shaktoolik, Shishmaref, Brevig Mission, Koyuk, Gambell, Elim, and White Mountain. I have begun developing a database or archived drive with reports and a photo library to reference for the department and site administrators. It has also proven beneficial as a resource to reference assets and share with contractors on site to address issues. I also had the pleasure to be accompanied by Cole Cummings of APRA, our insurance provider in Unalakleet, Golovin, and Brevig Mission where we performed site inspections in his format. It was a great opportunity to observe and absorb knowledge, strategy, and techniques from one of the state's professionals. BSSD was able to receive a \$56,512 refund on their premium with \$27,218 reimbursed from facility inspections alone.

I have also joined the team from Integrity Environmental LLC. to do tank inspections in Savoonga and Gambell along with site characterization and remediation efforts in Gambell. BSSD is currently in the process of updating our FRP books for all sites, so it has been crucial keeping in regular contact to provide supporting documents and information regarding our facilities.

Recently, I started teaching the Class 1 Portable Fire Extinguisher Course to allow local maintenance staff the ability to inspect and certify our portable fire extinguishers. Personnel in Shaktoolik, Stebbins, and St. Michael have all taken the course and passed the test. Certificates were issued.

All sites have received at least one type of site visit with the exclusion of Diomedes. I have overwhelming duties and tasks in the office. I have been assisting with overflowing responsibilities from the retirement of our director.

Upcoming Trainings and Certifications

October 8-10 AASB Maintenance Employees Conference and ALASBO's Good Alaska School Maintenance Professional Training

November 4-8 ARPA Playground Safety Inspection Training

TBD OSHA

TBD 40 Hazwoper training to be scheduled for site maintenance staff working with Frontier Fuel Service to schedule a time that works for both of us.

Respectfully,
Chris Masters Jr

chris.masters@bssd.org

907-624-4250

2025-2026 Bering Strait School District
Student Activities Calendar

DATE	ACTIVITY	LOCATION	SITES ATTENDING
July 30	Cross Country Running Begins	District-wide	
September 6	Nome Cross Country Invitational**	Nome	
September 9	Cheerleading and Elem/MS Wrestling Practice Begins	District-wide	
September 10	Mix-Six Volleyball Practice Begins	District-wide	
September 13	White Mountain XC Invitational	White Mountain	
	Mid Q1 Eligibility Check	District-wide	
September 20	Unalakleet XC Invitational	Unalakleet	
September 27	Region 1 (Bering Strait) High School Cross Country Running Meet*	Unalakleet	
October 1	High School Wrestling Begins Practice	District-wide	
October 4	State Cross Country Running Meet*	Palmer HS Trails	
October 10-11	Smash Classic Mix-6 Tournament	Unalakleet	
October 24	End Q1 Eligibility Check	District-wide	
October 23-25	Elementary/Junior High Cheerleading/Wrestling Tournament*	Unalakleet	
Oct 30-Nov 1	Spooky Spike M6 Volleyball Invitational	Golovin	
November 7-8	Nome Wrestling Invitational***	Nome	
November 19	Mid Q2 Eligibility Check	District-wide	
November 20-21	Kotzebue Bush Brawl Wrestling Invitational***	Kotzebue	
November 20-22	Western Conference Regional Mixed Six Volleyball Tournament*	Koyuk	
November 20-22	All State Music Festival	Anchorage School District	
December 3	High School Basketball Practice Begins	District-wide	
December 4-6	State High School Mixed Six Volleyball Tournament*	Dimond HS Anchorage	
December 12-13	Northern Conference High School Wrestling Tournament*	Barrow	
December 20-21	State High School Div 1, 2, and Girls Wrestling Tournaments*	Anchorage (AK Air Center)	
December 20	End Q2 Eligibility Check	District-wide	
January 8-10	Subway Showdown Invitational	Nome	
January 15-17	Unalakleet Basketball Tournament (Lockwood)	Unalakleet	
January 20-21	BSSD Academic Decathlon*	Virtual	
January 28	Annual BSSD Spelling Bee (Grades 4 - 8)*	Virtual	
January 29-Feb 1	Shaktoolik Invitational BB Tournament	Shaktoolik	
Sep-Mar	BSSD Battle of the Books	District-wide	
TBD	Norton Sound Shootout Invitational	Nome	
February 7	Mid-Quarter 3 Eligibility Check	District-wide	
February 19-22	38th Annual Alaska Academic Decathlon*	Anchorage	
February 25-28	Bering Sea Conference Boys & Girls 1A Basketball Tournament(s)*	Unalakleet	
March 5-7	Great Alaska Conference Boys & Girls 2A Basketball Tournament*	ANC	
March 7	End Q3 Eligibility Check	District-wide	
March 9-13	BSSD Spring Break	District-wide	
March 11-14	State 1A and 2A Boys & Girls Basketball Tournaments*	Anchorage (AK Air Center)	
March 18-19	BSSD Science and Engineering Fair	Virtual	
March 20-21	BSSD Jr./Sr. High Cross Country Ski/Biathlon Championships*	Unalakleet	

TBD	State Spelling Bee*	Anchorage	
TBD	State Science and Engineering Fair	Anchorage	
March 27-28	Western/Interior Cross Country Ski/Biathlon Championships	Galena	
TBD	Yup'ik Spelling Bee	Stebbins	
TBD	Inupiaq Spelling Bee	TBD	
April 3-4	BSSD Native Youth Olympics*	Golovin	
April 16	Mid-Quarter 4 Eligibility Check	District-Wide	
April 16-18	State Native Youth Olympics*	Anchorage (AK Air Center)	
TBD	Region 1 Music Festival*	Dillingham	
TBD	State Iñupiaq/Yup'ik/Akuzipik Spelling Bee*	Anchorage	
May 8-9	State Music Solo/Ensemble*	Anchorage (UAA)	
May 16	End of Fourth Quarter Eligibility Check	District-wide	

* District covered events

** District covers one Cross Country Invitationals

*** District covers two HS Wrestling Invitationals

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



To: BSSD Board

From: Superintendent Dodd

Subject: Superintendent September Report

Date: September 9, 2025

Strategic Plan: Language/Culture, Student Support, Staff Support, Facilities/Infrastructure

BACKGROUND AND/OR PERTINENT INFORMATION:

Student Support

Ed Rising National Competition was held in Orlando at the end of June. We had 3 sites attend the competition.

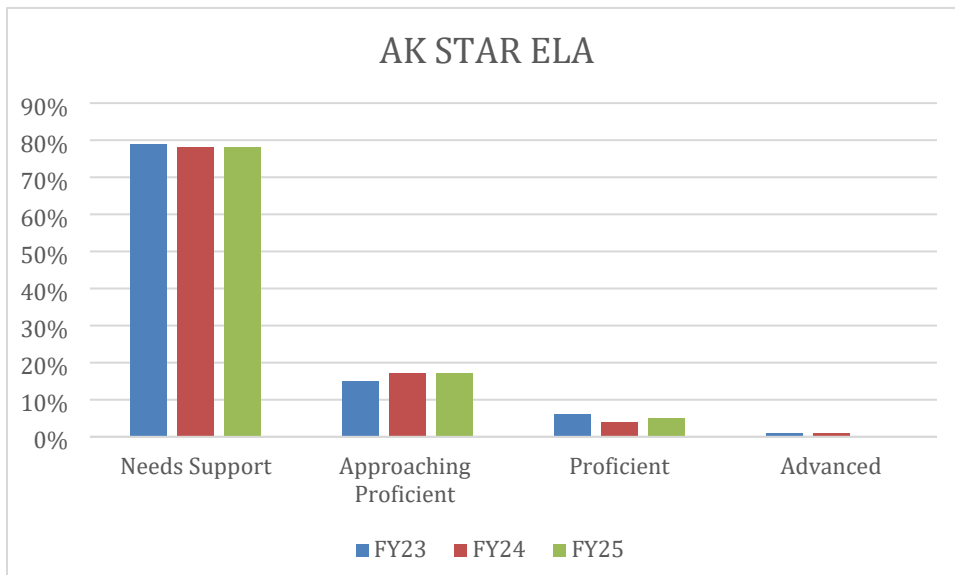
GAM student – 2nd place in Public Speaking

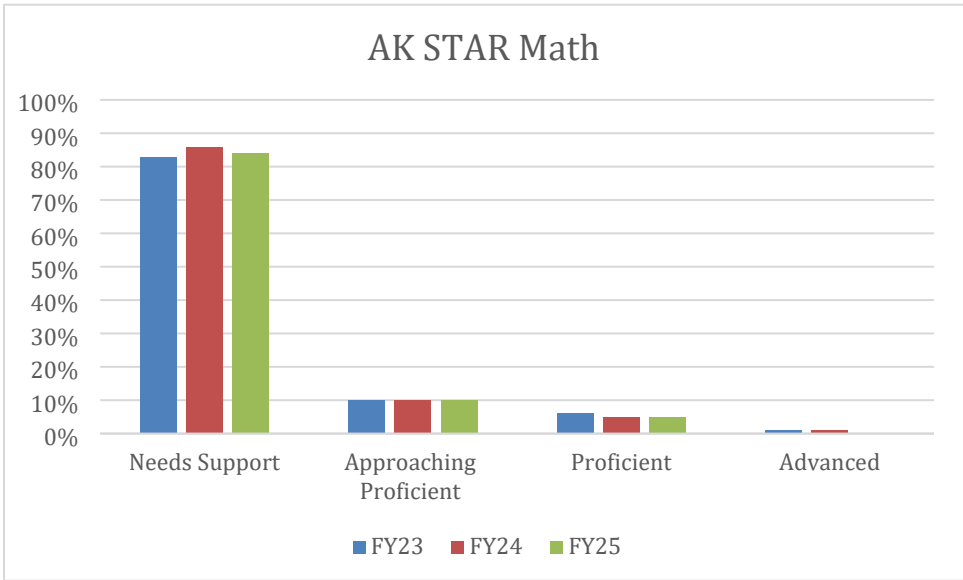
GLV student – 1st place in Exploring Non-Core Teaching Subjects

WMO team – 3rd Overall

Great job to the teams and coaches!

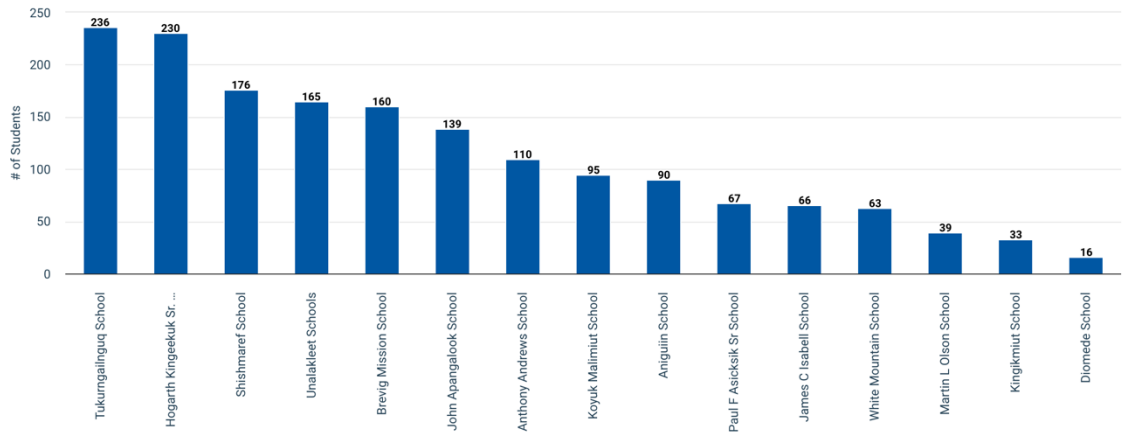
Attached is a chart that compares the AK STAR results over the three years. Both charts compare school years – FY23, FY24, FY25 – in both ELA and Math.





Facilities and Infrastructure

Enrollment Numbers by School



Staff Support

To give schools more support from the district office and feet on the ground, there will be Site Advocates. The district office administration staff that hold a Type B/Educational leadership degree will become an advocate for 1-3 schools in the district. Below is a short description and some of the advocates duties.

*Visit a site at least once a quarter and needs to be overnight for 1-2 nights.
Can look for additional day trips on the travel calendar.
Email/phone calls weekly to each site.*

You are their district support person – their GO TO person for any questions or issues they may have.

Below are the advocates and schools they are assigned to.

Alex R:	Savoonga, Gambell, Brevig Mission
Melissa M:	White Mountain
Jason H:	Teller
John J:	Diomedes, Shaktoolik, Wales
Dr. Ford:	Koyuk, Golovin
John W:	Stebbins, Elim
Suzzuk H:	Shishmaref, St. Michael, Unalakleet

Language/Culture

Welcome Suzzuk! Suzzuk is the new Director of Cultural Integration.

Priorities of the department for this school year will be the following.

- Continue working with bilingual/bicultural staff on PD.
- Continue working with certified teachers on cultural standards in the classroom.
- Continue working with a cultural committee for High School Elective courses.
- Look into Kindergarten immersion programs.

Unalakleet Schools

P.O. BOX 130 * UNALAKLEET, ALASKA 99684 * (907) 624-3444 * Fax (907) 624-3388

Unalakleet High School – Middle School – Elementary School
Kristoffer Busk, Principal – Rayna Halverson, Assistant Principal – Myrtle Smith, Administrative Assistant

September 4, 2025

RE: Advocacy for Additional Classified Hours

To: Bering Strait Regional School Board & Superintendent Tammy Dodd


Greetings from Unalakleet School! As you know, due to budgetary reasons classified employees have had 10 days taken from their work year and have had an hourly reduction to 5.5 hours daily. This has been greatly impactful to the daily operations and staffing of Unalakleet School as we start up the 2025-2026 school year. In my observation the cuts to the classified staff have generated a negative domino effect that has created a potential risk for achieving the goals and mission outlined in the BSSD strategic plan. Specifically, in addition to the two positions we have had to cut, we have had several resignations and other current classified staff members who are actively seeking employment elsewhere. I am writing this letter to advocate to add the hours back onto the classified employee day because it is the best decision for students and the communities within BSSD.

The number one most impactful element to student learning is direct instruction. Having more adults with students during the school day would support not only students' academic growth, but also our efforts to create a positive and safe school climate for everyone. Our classified staff members make a tremendous difference to student success. They are running small group interventions, providing PE delivery, giving individual student support, and are the supervision in many transition areas. Having fewer classified staff means having less of the services.

Our classified staff are the largest element of our sustainable operations in BSSD. This is true for every department in each school from instruction to food service, to facilities, to bilingual/bicultural. During the school the school day, our instructional classified staff are our first substitutes in the classroom. They are mothers, fathers, aunties, uncles, and extended family to the students. The positive influence that this family and community give to the students is immense. The current 5.5 hourly rate jeopardizes the ability to provide a stable and healthy lifestyle for their family because it falls below full-time and has eliminated retirement and health/insurance benefits. As certified teacher rotate in and out, it our classified staff members that remain. Adding the time back would incentivize community members to reapply and stay in their current positions.

If it is a choice between adding the 10 days back or putting back time on the classified employee day, I ask to please choose adding the time because its best for the kids and the communities of BSSD. I understand that budgetary decisions can be difficult, and I want to thank you for taking the time and consideration.

Sincerely,



Kristoffer Busk
Principal – Unalakleet School

UNALAKLEET AEC

September 5, 2025

Bering Strait School District
PO Box 225
Unalakleet, AK 99684

Bering Strait School District Board of Education,

The Unalakleet AEC wishes to share the impact that recent budget cuts to classified staff hours/days have had on our school.

In the opening weeks of the 25/26 school year, the cuts have led to increased staffing shortages and resignations, creating day-to-day challenges at the school that put increased strain on staff, students, and families. We respectfully ask you prioritize reinstating classified employees hours.

Classified staff are essential to student success. They provide small group instruction, PE delivery, individual student support, and supervision during key transition times. They also serve as our first substitutes. Many of us know firsthand the positive impact teacher aides and school staff had on our upbringing and education. We value Unalakleet staff and the important role they play in our children's lives.

In Unalakleet and throughout BSSD, classified staff are key in the relationship between the community and school. Through bi-cultural education and events, parent/family connections, and long-term employment, classified staff bridge the gap between state-funded education and local and regional culture. Our schools are also among the largest employers in each community, and the stability of these jobs contributes directly to the health of our local economies.

Unfortunately, reducing classified hours below full-time has taken away retirement and health benefits, making these jobs unsustainable for many. This reality is driving valued employees away and discouraging others from applying.

We encourage the BSSD School Board to restore classified employees' daily hours. Reinstating their full-time status will help stabilize our workforce, improve student support, and strengthen our schools. More time on the job means more direct support for students.

We appreciate your thoughtful consideration. Thank you for your commitment to doing what is best for our students and communities.

Respectfully,
Unalakleet AEC