

252nd Regular Session
Thursday, January 29, 2026 11:00 AM Alaskan

Saint Michael
Anthony A. Andrews School
PO Box 59009
St. Michael, Alaska 99659

Milton Cheemuk: Present
Richard Elachik Sr: Present
Anthony Haugen Sr.: Absent
Jeanette Iya: Present
Edward Jackson: Absent
Jane Kava: Present
Irene Navarro: Present
Willow Olson: Present
William Parks: Present
Stanley Tocktoo: Present
Annie Weyiouanna: Present

Present: 9, Absent: 2.

1. Call To Order

Madam Chair Annie Weyiouanna called the meeting to order at 11:43am.

2. Roll Call & Establishment of Quorum

Roll Call: Present were Richard Elachik Sr., William Parks (online), Jeanette Iya, Stanley Tocktoo, Milton Cheemuk, Irene Navarro, Willow Olson, Jane Kava, and Annie Weyiouanna. Excused: Tony Haugen Sr. and Edward Jackson.

3. Introductions

3.A. District School Board Members

Board Members introduced themselves and the communities they represent.

3.B. Superintendent & District Staff

Superintendent Tammy Dodd introduced herself and DO staff: Tera Cunningham HR Director and Kathy Commack Admin Assistant to the Superintendent and Board.

3.C. Principal & Staff

Principal Larry Smith introduced himself and his staff and students. He recognized the journalism class and their first school paper published. Bilingual Teacher Alice Fitka welcomed the board and introduced her middle school class who performed a Yupik dance.

3.D. Advisory Education Committee & Student Representative

Principal Larry Smith introduced AEC members present: Bessie Nakak, Robin Steve, and Morgan Lockwood.

Student Council: Amaria Tonuchuk, Tulrun Elachik, Mary Acoman, Christine Long, Maxine Pete, Ryder Lockwood, Axel Cheemuk, Rosina Lockwood, Chrysanthemum Lockwood, Raylin Lockwood, Lucas Knight.

Yearbook: Christopher Lockwood

Dancers/Drummers: Teacher Alice Fitka, Christopher Lockwood, Austin

Lockwood, Ryder Lockwood, Lucas Knight, John Aluska, Alex Oyoumick, Jayden Niksik, Zayden Niksik, Maxine Pete, Rosina Lockwood, Tulrun Elachik, Piper Lockwood, Anastine Long, Brooke Myre, Paulianne Elachik, Axel Cheemuk, Akira Tonuchuk, Katelyn Oyoumick, Christine Long, Gus Niksik, Kami Lockwood, Mikayla Steve, Jazmine Washington, Chrysanthemum Lockwood, Deborah Katchatag, Amari Tonuchuk, Madison Long.

4. Land Acknowledgement

Richard Elachik Sr. read the land acknowledgement.

5. Adoption of Minutes of Previous Meeting

5.A. 251st Dec 3rd Minutes

Motion to approve the 251st Dec 3rd meeting minutes, 9Y. This motion, made by Milton Cheemuk and seconded by Willow Olson, Passed.

Anthony Haugen Sr.: Absent, Edward Jackson: Absent, Milton Cheemuk: Yea, Richard Elachik Sr: Yea, Jeanette Iya: Yea, Jane Kava: Yea, Irene Navarro: Yea, Willow Olson: Yea, William Parks: Yea, Stanley Tocktoo: Yea, Annie Weyiouanna: Yea

Yea: 9, Nay: 0, Absent: 2

5.B. Jan 8 Special Minutes

Motion to approve the Jan 8 Special Meeting minutes, 9Y. This motion, made by Willow Olson and seconded by Jane Kava, Passed.

Anthony Haugen Sr.: Absent, Edward Jackson: Absent, Milton Cheemuk: Yea, Richard Elachik Sr: Yea, Jeanette Iya: Yea, Jane Kava: Yea, Irene Navarro: Yea, Willow Olson: Yea, William Parks: Yea, Stanley Tocktoo: Yea, Annie Weyiouanna: Yea

Yea: 9, Nay: 0, Absent: 2

6. Public Comment (Action Input Only)

Motion to take 30 minute lunch break and reconvene at 12:45pm, 9Y. This motion, made by Irene Navarro and seconded by Stanley Tocktoo, Passed.

Anthony Haugen Sr.: Absent, Edward Jackson: Absent, Milton Cheemuk: Yea, Richard Elachik Sr: Yea, Jeanette Iya: Yea, Jane Kava: Yea, Irene Navarro: Yea, Willow Olson: Yea, William Parks: Yea, Stanley Tocktoo: Yea, Annie Weyiouanna: Yea

Yea: 9, Nay: 0, Absent: 2

None

7. Action Item

7.A. Personnel Action

Motion to appoint aforementioned staff to permanent status as classified employees for BSSD, 9Y. This motion, made by Willow Olson and seconded by Stanley Tocktoo, Passed.

Anthony Haugen Sr.: Absent, Edward Jackson: Absent, Milton Cheemuk: Yea, Richard Elachik Sr: Yea, Jeanette Iya: Yea, Jane Kava: Yea, Irene Navarro: Yea, Willow Olson: Yea, William Parks: Yea, Stanley Tocktoo: Yea, Annie Weyiouanna: Yea

Yea: 9, Nay: 0, Absent: 2

Motion to hire aforementioned staff as professional employees at BSSD for the 2025-2026 school year,. This motion, made by Richard Elachik Sr and seconded

by Irene Navarro, Passed.

Anthony Haugen Sr.: Absent, Edward Jackson: Absent, Milton Cheemuk: Yea,
Richard Elachik Sr: Yea, Jeanette Iya: Yea, Jane Kava: Yea, Irene Navarro: Yea,
Willow Olson: Yea, William Parks: Yea, Stanley Tocktoo: Yea, Annie

Weyiouanna: Yea

Yea: 9, Nay: 0, Absent: 2

7.B. Impact Aid Authorization Action

Motion to authorize Tammy Dodd of BSSD as authorized signatory on the
FY2026 Application for School Assistance in Federally Impacted Areas, 9Y. This
motion, made by Willow Olson and seconded by Richard Elachik Sr, Passed.

Anthony Haugen Sr.: Absent, Edward Jackson: Absent, Milton Cheemuk: Yea,
Richard Elachik Sr: Yea, Jeanette Iya: Yea, Jane Kava: Yea, Irene Navarro: Yea,
Willow Olson: Yea, William Parks: Yea, Stanley Tocktoo: Yea, Annie

Weyiouanna: Yea

Yea: 9, Nay: 0, Absent: 2

7.C. Indian Policies & Procedures Action

Motion to approve the Indian Policies and Procedures, 9Y. This motion, made by
Milton Cheemuk and seconded by Jane Kava, Passed.

Anthony Haugen Sr.: Absent, Edward Jackson: Absent, Milton Cheemuk: Yea,
Richard Elachik Sr: Yea, Jeanette Iya: Yea, Jane Kava: Yea, Irene Navarro: Yea,
Willow Olson: Yea, William Parks: Yea, Stanley Tocktoo: Yea, Annie

Weyiouanna: Yea

Yea: 9, Nay: 0, Absent: 2

7.D. NANA Management Services Action

Motion to approve the MOA with NMS for \$1,440,000, 8Y 1N. This motion,
made by Willow Olson and seconded by Jane Kava, Passed.

Anthony Haugen Sr.: Absent, Edward Jackson: Absent, Milton Cheemuk: Yea,
Richard Elachik Sr: Yea, Jeanette Iya: Yea, Jane Kava: Yea, Irene Navarro: Yea,
Willow Olson: Yea, William Parks: Yea, Stanley Tocktoo: Yea, Annie

Weyiouanna: Yea

Yea: 9, Nay: 0, Absent: 2

7.E. Broker of Record Action

Motion to approve the Broker of Record Service Agreement, 9Y. This motion,
made by Willow Olson and seconded by Irene Navarro, Passed.

Anthony Haugen Sr.: Absent, Edward Jackson: Absent, Milton Cheemuk: Yea,
Richard Elachik Sr: Yea, Jeanette Iya: Yea, Jane Kava: Yea, Irene Navarro: Yea,
Willow Olson: Yea, William Parks: Yea, Stanley Tocktoo: Yea, Annie

Weyiouanna: Yea

Yea: 9, Nay: 0, Absent: 2

8. Discussion Items

8.A. C&I Data Report

8.B. Counselor Report

8.C. Maintenance Report

8.D. Superintendent Report

8.E. AEC Minutes

9. Items for Next Agenda

10. Public Comment

Lawrence Pete gave public comment.

Daisy Katcheak gave public comment about teacher housing during power outages and a need for generators to prevent freeze ups. She requested a letter of support for a consortium to gather together to address bullying.

Frank Myoumick gave public comment about assisting youth for after school wellness activities. He also suggested maintenance to address a possible fuel line cut at the tank farm.

11. Time and Place of the Next Meeting

Feb 4-5 in Nome NWC for Superintendent Evaluation.

12. Adjournment

Motion to adjourn at 3:22pm, 9Y. This motion, made by Richard Elachik Sr and seconded by Jane Kava, Passed.

Anthony Haugen Sr.: Absent, Edward Jackson: Absent, Milton Cheemuk: Yea, Richard Elachik Sr: Yea, Jeanette Iya: Yea, Jane Kava: Yea, Irene Navarro: Yea, Willow Olson: Yea, William Parks: Yea, Stanley Tocktoo: Yea, Annie Weyiouanna: Yea

Yea: 9, Nay: 0, Absent: 2

251st Regular Session - Nome

Wednesday, December 3, 2025 11:00 AM

NACTEC, Milepost 3.5 Nome-Beltz Campus, Nome, AK 99762

1. Call To Order

Presenter: Willow Olson

Discussion: Madam Chair Willow Olson called the meeting to order at 11:03am.

2. Roll Call & Establishment of Quorum

Discussion: Roll call was taken. Present were Richard Elachik Sr., Jeanette Iya, Stanley Tocktoo, Milton Cheemuk, Jane Kava, Edward Jackson, Irene Navarro, Annie Weyiouanna, Willow Olson. A quorum of 9 was made.

3. Introductions

3.A. District School Board Members

Discussion: School Board Members introduced themselves and the communities they represent.

3.B. Superintendent & District Staff

Discussion: Superintendent Tammy Dodd introduced herself and staff present: Kathy Commack Admin Asst.

4. Vision, Mission, Land Acknowledgement

Discussion: Annie Weyiouanna read aloud the vision, mission, and land acknowledgement.

5. Adoption of Minutes of Previous Meeting

Action(s):

Motion to adopt the 250th Regular Session meeting minutes, 9Y. This motion, made by Milton Cheemuk and seconded by Richard Elachik Sr, Passed.

Voting Detail:

Milton Cheemuk:	Yea
Richard Elachik Sr:	Yea
Jeanette Iya:	Yea
Edward Jackson:	Yea
Jane Kava:	Yea
Irene Navarro:	Yea
Willow Olson:	Yea
Stanley Tocktoo:	Yea
Annie Weyiouanna:	Yea

Voting Summary: Yea: 9, Nay: 0

6. Public Comment (Action Input Only)

Discussion: Gambell Student Marlene Annogiyuk gave public comment on recent AASB YLI Conference.

7. Discussion Item

7.A. Candidate Interviews

Discussion: Candidate interviews were conducted in the following order:

Seat E: Anthony Haugen Sr., Silas Paniptchuk, Sherilee Ivanoff. Declined interviews: Leo

Charles
Seat I: William Parks. Declined interviews:
Renita Toolie, Dena Angi

8. **Executive Session**

Action(s):

Motion to move into Executive Session at 11:40am,
9Y. This motion, made by Stanley Tocktoo and
seconded by Jane Kava, Passed.

Voting Detail:

Milton Cheemuk:	Yea
Richard Elachik Sr:	Yea
Jeanette Iya:	Yea
Edward Jackson:	Yea
Jane Kava:	Yea
Irene Navarro:	Yea
Willow Olson:	Yea
Stanley Tocktoo:	Yea
Annie Weyiouanna:	Yea

Voting Summary: Yea: 9, Nay: 0

Motion to exit Executive Session at 12:09pm, 9Y.
This motion, made by Stanley Tocktoo and seconded
by Jeanette Iya, Passed.

Voting Detail:

Milton Cheemuk:	Yea
Richard Elachik Sr:	Yea
Jeanette Iya:	Yea
Edward Jackson:	Yea
Jane Kava:	Yea
Irene Navarro:	Yea
Willow Olson:	Yea
Stanley Tocktoo:	Yea
Annie Weyiouanna:	Yea

Voting Summary: Yea: 9, Nay: 0

9. **Action Items**

9.A. REAA2 Section III Seat E Appointment

Action(s):

Motion to appoint Anthony Haugen Sr. to REAA2
Section III Seat E, 9Y. This motion, made by
Irene Navarro and seconded by Richard Elachik Sr,
Passed.

Voting Detail:

Milton Cheemuk:	Yea
Richard Elachik Sr:	Yea
Jeanette Iya:	Yea
Edward Jackson:	Yea
Jane Kava:	Yea
Irene Navarro:	Yea
Willow Olson:	Yea
Stanley Tocktoo:	Yea

Annie Weyiouanna: Yea

Voting Summary: Yea: 9, Nay: 0

9.B. REAA2 Section V Seat I Appointment

Action(s):

Motion to appoint William Parks to REAA2 Section V Seat I, 9Y. This motion, made by Jeanette Iya and seconded by Milton Cheemuk, Passed.

Voting Detail:

Milton Cheemuk: Yea

Richard Elachik Sr: Yea

Jeanette Iya: Yea

Edward Jackson: Yea

Jane Kava: Yea

Irene Navarro: Yea

Willow Olson: Yea

Stanley Tocktoo: Yea

Annie Weyiouanna: Yea

Voting Summary: Yea: 9, Nay: 0

9.C. Oath of Office

Discussion: Chair Willow Olson gave the Oath of Office to Anthony Haugen Sr. and William Parks.

9.C.1. Election of Officers:

Chair

First Vice Chair

Second Vice Chair

Secretary

Treasurer

Discussion: Chair: Willow Olson was nominated by Milton Cheemuk. Annie Weyiouanna was nominated by Richard Elachik Sr. Edward Jackson moved to close nominations, seconded by Jane Kava. Casting ballots: Willow Olson received 5 votes, Annie Weyiouanna received 6 votes.

1st Vice Chair: Anthony Haugen Sr. was nominated by Edward Jackson. Richard Elachik Sr. moved to close nominations, seconded by Stanley Tocktoo.

2nd Vice Chair: Jane Kava was nominated by Jeanette Iya. Irene Navarro moved to close nominations, seconded by Richard Elachik Sr.

Secretary: Edward Jackson was nominated by Willow Olson. Jeanette Iya moved to close nominations, seconded by Richard Elachik Sr.

Treasurer: Willow Olson was nominated by Jane Kava. Jeanette Iya was nominated by Richard Elachik Sr. Stanley Tocktoo moved to close nominations, seconded by Jane Kava. Casting ballots: Willow Olson received 8 votes, Jeanette Iya received 3 votes.

9.C.2. Appointment of Standing Committees:

Facilities/Housing

Policy

Finance/Budget

Curriculum

Activities/Cultural

Representatives:

NACTEC

Legislative Liaison

Northwest Campus

Indian Education

Negotiations

Discussion: Chair Annie Weyiouanna requested board members to choose top three committees of interest and submit to Tammy/Kathy. Annie will appoint members and representatives.

9.D. Items Introduced by Board Members and Reports of Meetings Attended

Discussion: Several board members attended AASB Annual Meeting in Anchorage along with 6 students. Board members were hosted a lunch by Nana Management Services for food services. Edward Jackson attended NACTEC Advisory Board meeting. Annie Weyiouanna attended a session similar to Peer Helpers piloted by LKSD to promote student leadership.

9.E. AEC Minutes

10. **Items for Next Agenda**

11. **Public Comment**

Discussion: Milton Cheemuk: 1. Polar bear aware. 2. Thanks the GAM student for her public comment. Jeanette Iya: the board is listening to students. William Park: MS ball coach conflict with admin and activities specialist, urged to follow the complaint process. Samantha Tank TLA: Address the weather policy.

12. **Time and Place of the Next Meeting**

Discussion: January 22 in Wales, Jan 21 virtual work session as needed.

13. **Adjournment**

Presenter: Board Chair

Action(s):

Motion to adjourn at 12:50pm, 11Y. This motion, made by Irene Navarro and seconded by Jeanette Iya, Passed.

Voting Detail:

Milton Cheemuk:	Yea
Richard Elachik Sr:	Yea
Jeanette Iya:	Yea
Edward Jackson:	Yea
Jane Kava:	Yea
Irene Navarro:	Yea
Willow Olson:	Yea
Stanley Tocktoo:	Yea
Annie Weyiouanna:	Yea

Voting Summary: Yea: 9, Nay: 0

Board Secretary

Special Meeting

Thursday, January 8, 2026 4:00 PM

Via Google Meet, PO Box 225, Unalakleet, Alaska 99684

1. Call To Order

Discussion: Chair Annie Weyiouanna called the meeting to order at 4:05pm.

Presenter: Annie Weyiouanna

2. Roll Call & Establishment of Quorum

Discussion: Roll Call was taken. Present online were: Annie Weyiouanna, Jane Kava, Willow Olson, Edward Jackson, Irene Navarro, Milton Cheemuk, Stanley Tocktoo, Jeanette Iya, Richard Elachik Sr., William Parks, Tony Haugen Sr. A quorum of 11 was established.

3. Public Comment (Action Input Only)

Discussion: Public Comment: None

4. Action Item

4.A. NANA Management Services

Presenter: Tammy Dodd

Action(s):

Motion to table the action item to the next meeting on Jan 29 to answer budget questions, 11Y. This motion, made by Irene Navarro and seconded by Milton Cheemuk, Passed.

Voting Detail:

Milton Cheemuk:	Yea
Richard Elachik Sr:	Yea
Anthony Haugen Sr.:	Yea
Jeanette Iya:	Yea
Edward Jackson:	Yea
Jane Kava:	Yea
Irene Navarro:	Yea
Willow Olson:	Yea
William Parks:	Yea
Stanley Tocktoo:	Yea
Annie Weyiouanna:	Yea

Voting Summary: Yea: 11, Nay: 0

Discussion: Irene asked if Nana was available, they were not.

Jeanette heard Irene's concern but shared the November Nana visit.

Willow asked how soon inventory will be done, if approved it can be done asap. Nana paid their own charter. US Food did not fulfill contract. Tammy will look into food service budget spent to date, exit clause with US Food, and federal money to offset with a goal for students to want to school meals.

Edward asked about alternatives or mentor, none.

Tony is concerned about PERs employees.

Annie stressed that inventory is needed.

5. **Public Comment**

Discussion: None

6. **Time and Place of the Next Meeting**

Discussion: Next regular board meeting has been moved to Jan 28 virtual and 29 place TBD by Annie and Tammy.

7. **Adjournment**

Presenter: Annie Weyiouanna

Action(s):

Motion to adjourn at 5:00pm, 9Y. This motion, made by Stanley Tocktoo and seconded by Jeanette Iya, Passed.

Voting Detail:

Milton Cheemuk:	Yea
Richard Elachik Sr:	Yea
Anthony Haugen Sr.:	Yea
Jeanette Iya:	Yea
Edward Jackson:	Yea
Jane Kava:	Yea
Irene Navarro:	Yea
Willow Olson:	Yea
William Parks:	Yea
Stanley Tocktoo:	Yea
Annie Weyiouanna:	Yea

Voting Summary: Yea: 11, Nay: 0

Board Secretary

BERING STRAIT SCHOOL DISTRICT
Personnel Action Items

January 29, 2026

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:

SITE:	NAME:	POSITION:
Brevig Mission	Randy Bruns	Maintenance/Custodian
Diomede	Kristy Kunayak	Community Recreation Supervisor
Diomede	Jason Ozenna	Custodian I
Elim	Kei Daniels	CTE Aide
Elim	Leigh Takak	Cook I
Gambell	Jared Koonooka	Cook I
Golovin	Rebecca Amarok	Bilingual/Bicultural Instructor
Savoonga	Francine Kava	Title I/Migrant Education Aide
Savoonga	Sheila Noongwook	1:1 Special Education Aide
Savoonga	Sydney Schuyler	CTE Aide
Shaktoolik	Mia Takak	Community Recreation Supervisor
Shishmaref	Joshua Hollingsworth	Maintenance/Custodian
Stebbins	Alex Olin	1:1 Special Education Aide
Teller	Rhonda Komonaseak	Head Cook
Unalakleet	Autumn Ivanoff	1:1 Special Education Aide
Unalakleet	Trace Larsen	CTE Aide
Unalakleet	Louis "K.J." Smith	Custodian I
District Office	Charice Johnson	Secretary

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.

SITE:

Elim
Unalakleet

NAME:

Tammi Hausman
M'Lissa Parker

POSITION:

Teacher
Long-term Substitute Teacher

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: Superintendent Dodd

Subject: Impact Aid Authorization

Date: January 22, 2026

Board Policy: 3100 Budget

BACKGROUND AND/OR PERTINENT INFORMATION:

Impact Aid was enacted in 1950 under the Truman administration. This law provides federal funding to school districts that service areas in which property taxes are not collected due to federal impact.

To receive Impact Aid, funds of the Bering Strait School District must submit an Application for School Assistance in Federally Impacted Areas. The Application must bear the signature of the individual the Board of Education has officially authorized as their representative and thus certifies that all data, statements and assurances included in the application are, to the best of their knowledge, true, complete and correct.

It is recommended and traditional for an administrative official in the district be authorized to sign the Impact Aid application.

Alternatives:

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

ACTION NEEDED:

Administration recommends a motion to authorize Tammy Dodd of the Bering Strait School District as authorized signatory on the FY2026 Application for School Assistance in Federally Impacted Areas.

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: Indian Policies and Procedures

Date: January 22, 2026

Board Policy: 3100 Budget

BACKGROUND AND/OR PERTINENT INFORMATION:

On an annual basis as part of our Impact Aid application, the board is to review and approve our Indian Policies and Procedures. These are the policies and procedures the District uses to make sure that Indian children receive the same opportunities as non-Indian children.

Alternatives:

1. Approve the Indian Policies and Procedures as proposed.
2. Table until the next meeting.
3. Take no final action.

ACTION NEEDED:

Administration recommends approving the Indian Policies and Procedures as presented.

Indian Policies and Procedures

Bering Strait School District

2025-2026 School Year

These policies and procedures will be reviewed annually, and revisions will be made within 90 days of the determination that requirements are not being adequately met. [34 CFR 222.94(c)2-3]

*All changes become effective **upon board approval.***

Tribe's preferred method(s) of communication is to post in the school and common areas of the community.

Policy 1: The LEA will disseminate relevant applications, evaluations, program plans and information related to the LEA's education program and activities with sufficient advance notice to allow tribes and parents of Indian children the opportunity to review and make recommendations. [34 CFR 222.94(b)(1)]

Procedure 1: The school district will disseminate the following documents to the parents of Indian children and the tribe at least **one week in advance** of any meeting to discuss these documents. The documents will be e-mailed to the local tribal office. We post in the school as well as common areas in the community. We also post meeting notices on our district webpage to gather input. The documents to be disseminated include:

- Current year Impact Aid application
- Assessment/Evaluation of Equal Participation
- Indian Policies Procedures (IPPs)
- Any Plans for District education programs
- Written responses to feedback from the consultation process

Each of the Bering Strait School District's fifteen locations shall have an Advisory Education Committee (AEC) to review programs of the District and advise the District on the use of funding. Each local AEC may have up to five elected officials who reside in that village. The District will offer annual training to all AEC members so that they can better perform their job duties.

School administration and staff are to maintain a close working relationship with the village AEC. The AEC's shall schedule monthly meetings that will be posted at least a week in advance. These postings will be in the school on the community bulletin board by the main entrance as well as other heavily viewed common areas in each village. The posting will also be made on the school message service as well as sent via e-mail to tribal entities. Because such a high percentage of the population of each village is Alaskan native, AEC's are considered representative of native interests. Local tribal officials and parents are also in the best position to comment on the participation of Alaskan Native students on an equal basis in the programs offered.

A district Administrator will, as soon as reasonably possible after such information becomes available, but not later than one week in advance of any meeting, will send to each AEC copies of evaluations of educational programs and plans for any changes to educational programs of the District.

Parents of Indian children, tribal officials, and the public will be given the notice of any and all meetings related to equal participation or the content of the educational program by including information about meeting times and locations. The location, date, and time of any meeting described above shall be posted in the same manners as a legally posted board meeting. Other information will be communicated in the same manners, as above.

Policy 2: The LEA 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 District's education programs and activities. [34 CFR 222.94(b)(2)]

As a part of this requirement, the LEA will-

(i) Notify tribes and the parents of Indian children of the opportunity to submit comments and recommendations, considering the tribe's preference for method of communication, and

(ii) Modify the method of and time for soliciting Indian views, if necessary, to ensure the maximum participation of tribes and parents of Indian children.

Procedure 2:

2.1 The School District will hold **board meetings** to allow the parents of Indian children and the tribe(s) to provide input on the educational program and activities. The School District will give parents of Indian children, tribes, and the public notice of any meeting at least **one week in advance via the tribe's preferred method of communication.**

2.2 If the consultation participation by parents of Indian children and tribes is low, the School District will re-evaluate its consultation process. Specifically, the School District will take the following measures to improve or enhance participation:

- **Consult with parents of Indian children and tribes**
- **Change communication method**
- **Change time of meeting**

The Indian Education Committee (Parent Advisory Committee) of the Bering Strait School District will meet annually for the purpose of addressing comments and concerns of parents of Indian children regarding the District's educational programs and activities. The meeting agendas are posted and all meetings are open to the public allowing for tribal officials as well as parents of Indian children the opportunity to submit comments and recommendations for consideration.

A school board representative is a non-voting member of the Indian Education Committee (Parent Advisory Committee). This representation allows for the discussion of the needs of the students and ideas to be brought forward to both the Indian Education Committee as well as the School Board.

At every school board meeting, time is set aside for communications from the public. This is a time to offer comments and suggestions regarding programming for Indian students. In addition, a public hearing is scheduled in the spring which is specifically devoted to addressing questions regarding federal programs. Based upon suggestions received, the Bering Strait School District will

modify preferred methods of communication as well as ways to maximize participation from tribal officials as well as parents of Indian children to better serve Indian students.

The School Board schedule for the coming year is as follows:

September in White Mountain
November in Unalakleet
December in Gambell
January in St Michael
February in Unalakleet
March in Brevig Mission
April in Golovin
May in Gambell

The meeting times and locations will be posted in each school at the community bulletin board and made available on the Bering Strait School District website. Information will also be sent to parents on the electronic service platform and e-mailed to village tribal officials at least one week prior to a meeting. The preferred method of communication is posting the information in common areas of the village for all people to see. We will also be emailing each local tribe the information so that they have the opportunity to join the meeting remotely.

Any parent or community member may also contact the superintendent at any time directly with concerns. The superintendent contact information is as follows:

Tammy Dodd
Superintendent
Bering Strait School District
PO Box 225
Unalakleet, AK 99684

Phone 907.624.4256
e-mail tdodd@bssd.org

The District and Indian Education Committee representatives will schedule meetings with village AEC's to discuss ongoing programming goals. At this time, tribal members and parents of Indian children are invited to discuss ongoing programming goals and seek additional input.

Policy 3: The LEA will, at least annually, assess the extent to which Indian children participate on an equal basis with non-Indian children in the LEA's education program and activities. [34 CFR 222.94(b)(3)]

As part of this requirement, the LEA will:

(i) Share relevant information related to Indian children's participation in the LEA's education program and activities with tribes and parents of Indian children; and

(ii) Allow tribes and parents of Indian children the opportunity and time to review and comment on whether Indian children participate on an equal basis with non-Indian children.

The Bering Strait School District will take the following measures to annually assess the extent to which Indian children participate on an equal basis with non-Indian children in the District's education programs and activities.

Procedure 3:

3.1 The Bering Strait School District will monitor Indian student participation on academic and co-curricular activities.

3.2 School district officials will review school data to assess the extent of Indian children's participation in the District's education programs on an equal basis.

3.3 The Bering Strait School District will share its assessment, district funding, Indian student participation, related academic achievements and other related data. This data will be shared with parents of Indian children and tribal officials by posting in common areas of villages and sent via e-mail to each village tribal office. Parents will have information sent to them using the district's electronic message service and from the District webpage. Each local AEC will be provided this information for its meeting by the principal.

3.4 Parents of Indian children, tribal officials and other interested parties may express their views on participation through district communication with the school district, at any school board meeting, or to the Indian Education Committee (Parent Advisory Committee), AEC meetings, or directly to the Superintendent as per methods listed in Policy 1. If it is determined that there are gaps in Indian Participation in the educational programs or activities, the School Board in consultation with the tribes and parents of Indian children, will modify its education in such a way to improve Indian partici

Policy 4: The LEA will modify the IPPs if necessary, based upon the results of any assessment or input described in paragraph (b) of this section (*this document*). [34CFR222.94(b)(4)]

Procedure 4:

4.1 The School district will establish an ad hoc committee of Indian parents and Tribal officials ('the Indian education committee') to meet at least **annually** to consult with the tribe and parents of Indian children on the

content of the IPPs, equal participation, and educational program and activities. Parents of Indian children and tribes will be notified **via posting in common village areas** regarding this meeting and their ability to submit comment. Postings will also be done via e-mailed to tribal offices as well as posted on the parent electronic message service.

4.2 **The School Board** will evaluate all recommendations and recommend revisions for changes to these IPPs.

4.3 Any changes by the School Board will become effective **immediately upon formal adoption**.

4.5 The School District will disseminate copies of the revised IPPs to the tribe and parents of Indian children **via posting in common village areas** within 30 days of adoption by the School Board. The changes will also be e-mailed to tribal offices as well as posted on the parent electronic message service.

Policy 5: The LEA will respond at least annually in writing to comments and recommendations made by tribes or parents of Indian children and disseminate the responses to the tribe and parents of Indian children prior to the submission of the IPPs by the LEA. [34CFR222.94(b)(5)]

Procedure 5:

5.1 The School District will annually keep track of and assemble all comments and suggestions received through the consultation processes by **keeping minutes at school board meetings**.

5.2 The School District will **at least annually** respond in writing to comments and recommendations made by tribes, or parents of Indian children, and disseminate the responses to all parties **via posting in common village areas** prior to the submission of the IPPs by the District. Information will also be sent to parents via the school electronic messenger service and sent to the tribal offices via e-mail.

Policy 6: The LEA will provide a copy of the IPPs annually to the affected tribe or tribes. [34 CFR 222.94 (b)(6)]

Procedure 6:

The School District will annually provide a copy of the current Indian Policies and Procedures to each AEC and post a copy of the current IPP in a common village area. A copy of the IPP will also be sent to each village tribal office via e-mail after the board meeting where the IPP is approved.

LEA Board Approval Date: January 29, 2026

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



To: BSSD Board
Subject: NMS MOA

From: Superintendent, Dodd
Date: January 29, 2026

Board Policy: BP 3550 Food Service/ BP 5040 Student Nutrition and Physical Activity

BACKGROUND AND/OR PERTINENT INFORMATION:

The Food Service Manager position at BSSD has been vacant since mid-July. This position requires full-time attention and is not a position that can be handed to another department to incorporate.

NANA Management Services is an organization that provides the resources to districts in order to outsource this position and functions of the position.

Attached is the MOA for the outsourcing for the remainder of the FY26 school year. A separate document outlines a transition plan and findings from a 2 day trip they spent traveling to several sites to look at inventory and talk to staff.

The cost for the MOA is set at the maximum amount. Once an inventory is taken at all sites, the actual cost of that line item could be reduced. The funds to cover the MOA would come from the funds from our Food Service budget. Until the full inventory is taken, the amount for the MOA is set at \$1,440,000. This is the same amount BSSD transfers from general funds each year to cover the cost of food services.

Alternatives:

1. Approve the MOA with NMS for \$1,440,000.
2. Table until the next meeting.
3. Take no final action.

ACTION NEEDED:

The administration recommends that the school board approve the MOA with NANA Management Services for \$1,440,000.

Food Service Expenditures and Revenues

According to the FY24 and FY25 Audit, below are the funding amounts for expenditures and revenues for our Food Service.

	Expenditures	Revenues
FY24	\$3,423,652	\$1,796,801
FY25	\$3,692,732	\$1,757,286

According to our records for the first semester of FY26, below are the funding amounts for expenditures and revenues for our Food Service.

Expenditures	Revenues
\$958,192	\$386,855

Bering Strait School District (BSSD)

Food Service Action Plan – Plain Language Summary

Schools visited during this review:

- Stebbins
- Unalakleet
- Saint Michael
- Shaktoolik
- Koyuk
- Elim
- Golovin
- White Mountain

This document shares what was seen during recent school visits and explains how added food service support can help the district. The goal is simple: feed children well, support local staff, and follow today's school meal rules.

Site visits were conducted at eight schools. What was seen at these schools helps guide planning for the district.

What We Saw

- Kitchens were clean and well cared for.
- Food service staff were welcoming and worked hard.
- Principals shared everyday challenges that can be addressed with added support.

Food and Inventory

- Some schools have more food stored than they need right now.
- Other schools have less food because of space limits or special situations.
- We can help plan food use so supplies match how many children are being served.

Menus and Meals

- Menus are posted but not always followed exactly.
- Sometimes too much food is made or portions are larger than needed.
- Better menu planning helps reduce waste and stretch food dollars.

Paperwork and School Support

- School meal paperwork takes time away from principals and kitchen staff.
- We would handle meal records and reporting so schools can focus on students.
- Ongoing training helps staff improve faster and stay consistent.
- Training can be provided through weekly virtual sessions when technology is available.
- We would work with the district to confirm whether each kitchen has access to a tablet or similar device to support training, or identify options to provide that access.

Why This Matters

- When more children eat school meals, the district receives more federal meal money.
- Clear planning helps food last through the school year.
- Staff receive support without added pressure.

Stebbins

Stebbins is serving meals under temporary conditions after the school fire. Principal Robert and his team are doing strong work in a difficult situation. With added support, we can help ensure steady meal service while long-term plans move forward.

Next Steps

- Support schools with food planning and menus.
- Handle meal paperwork and reporting.
- Help balance food supplies across schools.
- Keep meals consistent and respectful of local values.

Kitchen Space and Fresh Food Options

- One reason for visiting schools was to see if kitchens have enough cooler space to offer more fresh foods.
- Many schools have adequate refrigeration to support a fresh salad bar.
- Salad bars are not required and would be introduced only where space, staffing, and food safety allow.
- If the district is able to provide portable salad bars and basic equipment, limited use could be considered later in the spring semester.
- Broader implementation would be planned for a future school year, based on funding, equipment availability, and delivery timelines.

Respect for Local Foods and Local Choice

School meals have always reflected local communities and traditions. Any changes to food service would be made with local input and respect for local foods, preferences, and culture.

The goal is not to replace what works today, but to support schools with planning, paperwork, and resources while following current school meal rules.

Experience and What NMS Brings

NMS has strong experience providing K-12 food service in Alaska. We currently support five Alaska school districts and serve close to 40,000 school meals each week.

This work includes daily meal service, fresh foods, and fresh salad bars where facilities allow. Our teams understand the realities of remote and non-road systems and how to plan food service that works in those communities.

By bringing this experience to BSSD, our goal is to provide an added level of consistency, variety, and support to school meals. We understand the logistics, the regulations, and the people involved, and we are prepared to partner with the district to strengthen the dining experience for students across BSSD schools.

MEAL SERVICE AGREEMENT

THIS AGREEMENT is made by and between NANA Management Services, LLC, an Alaska Limited Liability Company located at 800 East Dimond Boulevard, Suite 3-450, Anchorage, Alaska 99515 (“Vendor”) , and Bering Straits School District located at 225 Main Street, Unalakleet, Alaska 99684 (“Client”), individually referred to as “Party” and together the “Parties”.

The Parties agree as follows:

1. Term. This Agreement shall commence on **January 1, 2026** and continue until **June 30, 2026**, unless terminated earlier as set out below.

2. Scope of Work. Vendor will provide meal services at the Client locations laid out below.

School Locations:

- Brevig Mission School
- Diomedea School
- Aniguiin School
- John Apangalook School
- Martin L. Olson School
- Koyuk Malimiut School
- Hogarth Kingeekuk Sr. Memorial School
- Paul F. Asicksik School
- Shishmaref School
- Anthony A. Andrews School
- Tukurngailnguq School
- James C. Isabell School
- Unalakleet School
- Kingikmiut School
- White Mountain School

As laid out in the Scope of Work issued by Client on October 31, 2025, Vendor shall prepare and serve a variety of high quality, wholesome, and nutritious food and beverages (including, where possible, salad bars) for students, faculty, staff, employees, and others as designated by the Client in accordance with the terms and conditions of this Agreement. The daily food service operations shall comply with all federal, state, USDA, and NSLP, SBP, CEP regulations that the program operates under.

Vendor shall provide the labor for food service managers: General Manager; Kitchen Manager; and Inventory Manager.

2.1 Current Employees. Current hourly food service workers will remain employed by the Client. All new food service workers hired after the start of this Agreement will be employed by Vendor.

3. Pricing. In consideration of Vendor’s services under this Agreement, Client agrees to pay Vendor for all costs incurred in connection with the above services, such as the cost of meals, materials, freight, production record software, labor, travel, amortization or depreciation of equipment, housing, regulatory compliance activities, plus a management fee of **20% (Twenty Percent)**.

NMS Managers/Staff	\$250,000
Estimated Cost of Goods *	\$950,000 (Including freight from Anchorage to Unalakleet)
BSSD Hourly Employees	\$0 (Current hourly workers remain BSSD’s cost)
Freight From Unalakleet **	\$0
20% Management Fee	\$240,000
 Estimated Total	 \$1,440,000 (One Million Four Hundred Forty Thousand Dollars)

* Estimated Cost of Goods. This estimate is based on the assumption that Vendor will need to purchase the majority of food.

** Freight From Unalakleet. This estimate is based on the assumption that Vendor has the use of BSSD's plane to move goods from Unalakleet to rural villages.

4. **Payment Terms.** On a weekly basis, Vendor shall submit an invoice to Client for the services performed up to the last day of the period for which the invoice is issued. Invoices should be sent to Client address below (mailing address or email):

Bering Straits School District
225 Main Street
Unalakleet, Alaska 99684

Client will make Automatic Clearing House ("ACH") payments to Vendor within fifteen (15) days after receipt of an invoice. Vendor's invoices will include the instructions for making the required electronic deposits. Vendor may charge, and Client agrees to pay, an administrative fee on late payments equal to one and one-half percent (1.5%) per month or, if it is less, the maximum allowed by law, from the date payment is due until paid. Upon termination of the Agreement, all outstanding amounts shall become immediately due and payable.

5. **Termination.** Either Party may terminate this Agreement in the event of a default by the other Party if such default is not cured within thirty (30) days after written notice of such default from the non-breaching Party. Upon termination of this Agreement, all outstanding amounts for services provided prior to the date of termination shall immediately become due and payable.

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

- a. Workers' Compensation Insurance as required by AS 23.30.045. This coverage must include statutory coverage and employer's liability protection for not less than \$1,000,000 per occurrence.
- b. General Liability Insurance with coverage limits not less than \$4,000,000 combined single limit per occurrence and annual aggregates where generally applicable.

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

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

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

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

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

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

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

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

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

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

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

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

if to Vendor:

NANA Management Services, LLC
800 East Dimond Boulevard, Suite 3-450
Anchorage, Alaska 99508

and if to Client:

Bering Straits School District
225 Main Street
Unalakleet, Alaska 99684

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

18. **Severability.** Each portion, part or term of this Agreement shall be considered severable. If any provision of this Agreement is held to be unenforceable for any reason, it shall be adjusted rather than voided, if possible, in order to achieve the intent of the Parties. In any event, all other provisions of this Agreement shall be deemed valid, binding and enforceable.
19. **Survival of Obligations.** The obligations of the Parties concerning indemnification, and liability shall survive the completion, termination or expiration of this Agreement.
20. **Taxes.** Any applicable sales or use taxes imposed by a taxing jurisdiction(s) in connection with or incidental to Services to be performed under this Agreement will be collected by Vendor and remitted to the appropriate taxing jurisdiction(s). Any sales or use tax to be collected and remitted by Vendor will be separately stated on all invoices.
21. **Waiver/Construction and Effect.** A waiver of any failure to perform under the Agreement shall neither be construed as nor constitute a waiver of any subsequent failure. No waiver by either Party of any default or breach on the part of one Party will affect the rights or remedies of either Party hereto in the event of subsequent violation or breach. The article and section headings used herein are used solely for convenience and shall not be deemed to limit the subject of the articles and sections or be considered in their interpretation. Any Exhibits referred to herein are made a part of the Agreement by reference, provided that in the event of a conflict between the terms of such exhibit or any other document incorporated herein, and the terms of this Agreement, the terms of the Agreement shall govern.
22. **Materials and Supplies.** Vendor, as needed, shall purchase and supply food, materials, supplies, and freight required for the performance of services under this Agreement. Such purchases shall be reimbursed by Client as laid out in Section 3, and shall become Client owned inventory.
23. **Personnel Obligations.** Each Party hereto shall be solely responsible for all employment and personnel actions and all claims arising out of injuries occurring on the job for employees on its respective payroll.
24. **Safe Work Environment.** Client agrees to provide Vendor with a safe work environment.
25. **Counterparts and Electronic Signatures.** For the convenience of the Parties, any number of counterparts of this Agreement may be executed by any one or more Parties hereto, and each such executed counterpart shall be, and shall be deemed to be, an original, but all of which shall constitute, and shall be deemed to constitute, in the aggregate but one and the same instrument. This Agreement may be circulated for signature through electronic transmission, including, without limitation, facsimile and email, and all signatures so obtained and transmitted shall be deemed for all purposes under this Agreement to be original signatures until such time, if ever, as original counterparts are exchanged by the Parties.

(Signature page follows.)

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

IN WITNESS WHEREOF the Parties hereto have executed this Agreement.

Party: **NANA Management Services, LLC**

Party: **Bering Straits School District**

By: _____

By: _____

Name: _____

Name: _____

Title: _____

Title: _____

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



To: BSSD Regional School Board

From: Tammy Dodd

Subject: Retain USI as Employee Benefit Broker of Record

Date: January 29, 2026

Board Policy:

BACKGROUND AND/OR PERTINENT INFORMATION:

It has been several years since BSSD used a broker to negotiate the insurance stop loss coverage on the self-insured employee benefit plan. Brokers shop for and negotiate rates with various carriers to secure the best value for employers and develop cost containment strategies. Brokers also ensure compliance with various laws affecting (ACA, HIPAA, and ERISA) and provide support during open enrollment. Materials to help employees better understand their benefits with also be provided. The administration believes retaining a broker of record will benefit the District in terms of cost reduction related to the current plan, ensuring compliance with laws and regulations and providing benefit communication and services. The cost is \$20 per employee enrolled in the district health plan. The District currently has 238 enrolled employees (Estimate: $\$20 \times 238 = \$4,760 / \text{month} \times 12 \text{ months} = \$57,120$ for services defined in Exhibit A. As plan enrollment changes the fee changes. An annual increase of 5% is stated in the service agreement.

Alternatives:

1. Approve the Service Agreement as proposed.
2. Table until the next meeting.
3. Take no final action.

ACTION NEEDED:

Administration recommends approving Broker of Record Service Agreement as presented.



CLIENT SERVICE AGREEMENT

Introduction

This Client Service Agreement (“Agreement”) is made and entered into on February 01, 2026 (“Effective Date”) by and between USI Insurance Services LLC (“USI”) and Bering Strait School District (“Client”).

WHEREAS, USI is duly licensed to engage in the insurance business for the purposes set forth herein and;

WHEREAS, Client desires to engage the services of USI upon the terms and conditions hereinafter set forth.

NOW THEREFORE, in consideration of the mutual covenants and agreements contained herein, the parties agree as follows:

1. LINES OF INSURANCE COVERAGE AND OTHER BENEFITS

This Agreement is entered into with respect to the lines of insurance coverage and other mutually agreed-upon programs for which Client agrees to retain USI as its Broker of Record.

2. SERVICES

USI agrees to provide to Client the services outlined in Exhibit A.

The above-referenced services shall be rendered by USI to Client pursuant to the terms of this Agreement. Any additional services requested by Client shall be negotiated by the parties under separate written agreement.

The services to be provided by USI are provided for the exclusive benefit of Client. The services, recommendations, proposals, and information provided by USI are not to be distributed to, used by, or relied upon by other parties. Furthermore, if the services to be provided by USI hereunder shall be deemed by Client to apply to any insurance policy/product in effect prior to the Effective Date, then USI’s services shall not be assumed by Client to remedy or resolve any deficiencies in such policy/product. USI will neither assume nor accept liability for any deficiencies, errors, or oversights inherent in such policy/product until such time as USI has had adequate opportunity to review such policy/policies and to provide recommendations to Client concerning same.

3. COMPENSATION

Fee & Commission Agreement

USI will be compensated for the services outlined in this Agreement through the payment of a fee by Client to USI as well as the payment of commissions received from insurance companies as outlined in Exhibit B.



The commission is usually a percentage of the premium you pay for your insurance policy and it is paid by the insurance company. At your request, we will provide you with a detailed statement regarding our compensation on your account and the way the compensation is calculated. The amount of premium you pay for a policy may change over the term of the policy. For example, the number of enrolled employees will affect the premium. Should the premium for any of your policies change, the amount of compensation paid to us by the insurance company would change accordingly.

The methods and factors utilized for calculating compensation from the insurer are disclosed on Exhibit B.

Contingent, supplemental, or bonus commissions

It is possible that some of the insurance companies from which USI obtains coverage may pay it additional incentive commissions, sometimes referred to as contingent, supplemental, or bonus commissions, which may be based on the total volume of business we sell for them, and/or the growth rate of that business, retention rate, claims loss ratio, or other factors considering our entire book of business with an insurance company for a designated period of time. Such additional commissions, if any, would be in addition to any other compensation USI may receive. Generally, USI will annually receive from the various insurers with which it places employee benefits related risks less than 1% of its total annual premium placements as contingent compensation.

In the event of a material change in Client's operations or other circumstances which results in a material increase in work required of USI under this Agreement, the parties agree the fee shall be subject to good faith negotiation. In the absence of any mutual agreement in writing, USI shall be entitled to commission on any additional coverage added during the term.

4. TERM AND TERMINATION

4.1. Term. This Agreement shall commence on the Effective Date and shall continue unless terminated in accordance with section 4.2 below. In the event of termination, USI will assist Client in arranging a smooth transition process. However, USI's obligation and the obligation of its affiliates to provide services to Client will cease upon the effective date of termination, unless otherwise agreed in writing. USI shall be entitled to receive the fair market value of services rendered hereunder prior to the date of termination.

4.2. Termination. Either party shall have the right to terminate this Agreement upon 60 days' prior written notice to the other.

5. ACCURACY OF INFORMATION

USI's ability to provide Client with the services outlined in Exhibit A above is conditioned upon USI's receipt of accurate and timely information from Client. USI will not independently verify or authenticate information provided by or on behalf of Client. Client shall be solely responsible for the accuracy and completeness of such information and other documentation furnished to USI.



6. ADDITIONAL SERVICES

Additional services are available for additional compensation and subject to the negotiation of separate agreements or by addendum to this Agreement. Such services may include, but are not limited to:

- Human resources advisory services
- Claims and eligibility audits
- Actuarial services
- Employee communications beyond what described in Exhibit A
- Interactive online client services
- Non-benefits insurance brokerage, risk management, and risk financing advice
- Retirement benefits

7. BOOKS AND RECORDS

Client is entitled to copies of reports prepared by USI hereunder, contracts between Client and its carriers and administrators to the extent such contracts are in USI's possession and control, and communications between USI and Client's insurance carriers and employee benefits providers to the extent such books and records are maintained by USI with regard to its performance under this Agreement.

8. NO FIDUCIARY STATUS

USI is not named a fiduciary with respect to any plan for which it may provide services. It is not intended by the Client or USI that any services performed by USI under this agreement shall include any fiduciary duties or make USI a fiduciary of any plan maintained by the Client.

9. DATA SECURITY

To the extent required by applicable law, USI will implement and maintain reasonable security procedures and practices appropriate to the nature of the personal information it receives, and which are designed to help protect such information from unauthorized access, acquisition, destruction, use, modification, or disclosure.

10. DATA PRIVACY

In order to provide the services identified herein, it may be necessary for USI to receive from Client, or from a party on Client's behalf, information of a personal nature that may be protected by various federal and state privacy or other laws. USI advises Client to consult with its legal counsel as to how these laws impact Client and Client's employees, Client's plan, our contemplated engagement, and disclosure of information to USI. Client represents that it has the authority and all rights, authorizations, approvals and consents required to disclose its employees' and their beneficiaries' information to USI for USI's use in performing its services for Client and Client's employees. Client further represents that USI's use of this information to perform services for Client and Client's employees does not and will not violate any



privacy notice or other policy issued by Client or any benefit program Client maintains, or any applicable law.

Moreover, because USI is not engaged in the practice of law and the services provided hereunder are not intended as a substitute for legal advice, USI recommends that Client secure the advice of competent legal counsel with respect to any legal matters related to any plan subject to this Agreement.

11. ENTIRE AGREEMENT

This Agreement contains the entire understanding of the parties with respect to the subject matter contained herein, superseding all prior agreements, understandings, and negotiations with respect to such matters. This Agreement may be modified or otherwise amended and the observance of any term of this Agreement may be waived only if such modification, amendment, or waiver is in writing and signed by the party to be charged with same. This Agreement shall be binding upon and inure to the benefit of the parties' respective successors. Notwithstanding the foregoing, any Billing and Collection Agreement (see Exhibit B) to which USI and Client are parties, together with any amendment thereto or replacement thereof, shall remain in effect and shall not be superseded.

Notwithstanding the foregoing, any Business Associate Agreement to which USI and Client are parties, together with any amendment thereto or replacement thereof, shall remain in effect and shall not be superseded.

12. FORCE MAJEURE

Neither party shall have any liability for any failure or delay in performance of its obligations under this Agreement because of circumstances beyond its reasonable control including, without limitation, acts of God, fires, floods, earthquakes, acts of war or terrorism, civil disturbances, sabotage, accidents, unusually severe weather, governmental actions, power failures, computer/network viruses that are not preventable through generally available retail products, catastrophic hardware failures, or attacks on its server.

13. SELECTION OF ISSUING INSURANCE COMPANY

USI has no ownership interest in and is not under common control with the insurance company that is issuing the lines of insurance coverage described in this Agreement. USI does not guarantee the solvency of any insurer with which it places Client's risks.

14. VALUE ADDED SERVICES

To the extent that state law prohibits value added services that are unrelated to the insurance products being sold, this Agreement may be modified so that the scope of services and the corresponding compensation therefore is compliant under state law.

15. CONFIDENTIAL INFORMATION



"Confidential Information" shall mean non-public information revealed by or through a party to this Agreement (a "Disclosing Party") to the other party (a "Receiving Party") including (a) information expressly or implicitly identified as originating with or belonging to third parties, or marked or disclosed as confidential, (b) information traditionally recognized as proprietary trade secrets, and (c) all forms and types of financial, business (including customer information), scientific, technical, economic, or engineering information, including patterns, plans, compilations, program devices, formulas, designs, prototypes, methods, techniques, processes, procedures, programs or codes, whether tangible or intangible, and whether or how stored, compiled, or memorialized physically, electronically, graphically, photographically, or in writing.

As to any Confidential Information disclosed by the Disclosing Party to the Receiving Party, the Receiving Party will take reasonable precautions in accordance with procedures it follows with respect to its own important confidential information to prevent disclosure, directly or indirectly, of all or any portion of the Confidential Information.

Except as may be required by law or legal process, or as necessary to perform the Services, the Receiving Party agrees not to otherwise use the Confidential Information obtained hereunder in the absence of written permission received from the Disclosing Party. The Receiving Party further agrees to return to Disclosing Party or destroy all Confidential Information received hereunder upon written request therefore. Notwithstanding, Receiving Party may retain a single copy to comply with record retention obligations and is not required to destroy any Confidential Information in its backup archival system, provided Receiving Party maintains its obligations under Paragraph 17 for as long as it is retained.

The obligations hereunder remain in full force and effect until and unless: (a) the Receiving Party can show that such Confidential Information was in the Receiving Party's possession prior to the date of the disclosure by Disclosing Party; or (b) such Confidential Information was obtained by the Receiving Party after the date of this Agreement from a party other than Disclosing Party, and the Receiving Party has no knowledge that said party is under an obligation of confidentiality to the Disclosing Party with respect to such information; or (c) such Confidential Information becomes generally available to the trade, or to the public, through sources other than Receiving Party; or (d) such Confidential Information is developed at any time by the Receiving Party independent of information or materials disclosed by Disclosing Party to the Receiving Party.

In the event that the Receiving Party is requested or required (by oral questions, interrogatories, requests for information or documents, subpoena, civil investigative demand or similar process) to disclose any Confidential Information furnished by the Disclosing Party, it is agreed that the Receiving Party will cooperate with the Disclosing Party and provide the Disclosing Party with prompt notice of such request(s) or requirement(s) so that the Disclosing Party may seek an appropriate protective order, at its sole cost, or waive compliance by the Receiving Party with the provisions of this Agreement. If, in the absence of a protective order or the receipt of a waiver hereunder, the Receiving Party is nonetheless, in the opinion of the Receiving Party, legally required to disclose the Confidential



Information forwarded by the Disclosing Party, the Receiving Party may disclose such information without liability hereunder, provided, however, that the Receiving Party shall disclose only that portion of such Confidential Information which it considers that it is legally required to disclose.

Upon termination of this Agreement, or upon Disclosing Party's earlier request, Receiving Party shall promptly deliver to Disclosing Party all Confidential Information and any other material which Disclosing Party furnishes to Receiving Party in connection with this Agreement.

16. INTELLECTUAL PROPERTY

USI and Client shall each retain individual ownership of all materials, ideas, concepts, inventions, discoveries, plans, product names, proprietary information, patents, copyrights, documents, data, programs, training materials, slogans, artwork, research data and results and marketing designs that each provides to this consulting effort (the "Existing Materials"). All Existing Materials shall be subject to the terms and conditions of the confidentiality provisions contained herein. Any and all ideas, concepts, inventions, discoveries, plans, product names, proprietary information, patents, copyrights, documents, data, programs, training materials, slogans, artwork, research data and results and marketing designs (the "Work Product") conceived or developed between USI and Client hereunder, to the extent that such Work Product is distinct from the individually-owned Existing Materials, shall become the sole and exclusive property of Client. Client agrees to hereby grant USI an unlimited non-exclusive license to use the Work Product, which license shall include use among USI's affiliates.

17. GOVERNING LAW

This Agreement shall be governed by and construed in accordance with the laws of State of New York without regard to its conflict of laws principles.

18. NOTICES

Any notices required to be given under this Agreement shall be in writing and may be sent by certified mail, return receipt requested, or by confirmed facsimile, to the following addresses which may be changed, from time to time, by written notice as provided herein, setting forth the new address.

Client:

USI: 601 Union St, Ste 1000, Seattle, WA 98101

19. OTHER GENERAL LEGAL PROVISIONS

If any part, term, or provision of this Agreement shall be found by a court to be legally invalid or unenforceable, then such provision or portion thereof shall be performed in accordance with applicable laws. The invalidity or unenforceability of any provision or portion of any contract document shall not affect the validity of any other provisions or portion of this Agreement.

The parties agree that neither party shall have any liability for indirect, special, punitive, consequential, or incidental damages, including, without limitation, loss of profits.



IN WITNESS WHEREOF, the Client and USI have executed this agreement as of the date(s) first written below.

USI Insurance Services LLC

Bering Strait School District

Signature

Signature

Print Name

Print Name

Title

Title

Date

Date



EXHIBIT A SERVICES

Section 1.0 Consulting Analytical Services:

Design of health care plans, cost-containment and other plan design recommendations

- Review benefit designs and compare to Client's strategic objectives. Recommend modifications where appropriate.
- Evaluate the impact of plan modifications on employees and the potential savings to the Client.
- Evaluate alternate carriers and product offerings.
- Provide benefit benchmarking, as appropriate.

Preparation of bid specifications (RFP) as needed

- Consult with client to establish objectives for market review and identify potential carriers/vendors.
- Assemble benefit, rate, and claim data for inclusion in RFP.
- Deliver RFP to selected vendors and provide any requested additional information.

Analysis of proposals and presentations of findings

- Compare costs, funding, benefits, contracts, negotiated provider discounts, employee network disruption issues, financial strength and anticipated service level for each carrier or vendor, as appropriate.
- Present USI's recommended carriers or vendors. Recommendation supported by detailed analysis.
- Organize finalist meetings with client, if appropriate.

Renewal analysis and negotiation

- Evaluate carrier underwriting practices.
- Negotiate with carriers based on internal underwriting analysis and market trends.

Reporting/Servicing Meetings

- Claims and utilization reporting or summary (quarterly).
- Review of annual accounting as appropriate.
- Benefit Resource Center reports if applicable.

Other underwriting/financial services (if applicable)

- Provide trend analyses, fixed cost and funding analyses, plan design modeling, consumer-driven health care options.
- Perform plan review and analysis, which may include contribution strategy, IBNR calculation, ancillary plan review, alternate-funding review, pharmacy and PBM analysis.



Section 2.0 Account Management Services:

Plan and benefit program design strategy

- Consult with Client to create a benefit philosophy to recruit and retain talent.
- Develop a structured benefits program that supports employee satisfaction and reflects marketplace trends.

Manage implementation process

- Perform contract and benefit booklet review for each brokered plan.
- Employee meetings (On Demand and Virtual), limited to a maximum of one (1) per fifty (50) employees.
- Benefit fairs or in-person meetings may be selected in lieu of employee meetings and will be limited to one (1) per one hundred (100) benefit eligible employees. (Travel costs and/or benefit fair vendor costs may be billed to the client separately)
- Provide customized, consolidated electronic benefit summaries with annual legal notices included.
- Strategic communication campaign in various mediums (as appropriate).

Employer/employee communications

- USI Benefit Resource Center to help resolve employee escalated claim and eligibility issues.
- USI employee benefits mobile application
- Annual Service Calendar that serves as the main document for achievement of specific plan year milestones and goals.
- USI executive series and health and wellness articles
- Technical bulletins (as appropriate)
- Annual stewardship report (as appropriate)
- Consultation in the selection of a Ben Admin or HCM system, when requested.

Section 3.0 Technical Resources:

Population health management/wellness

- Provide monthly electronic wellness communications.
- Design and implement a population health management strategy which may include incentive or disease management strategies (if appropriate).
- Analyze carrier health management program offerings and disease management capabilities and effectiveness.
- Provide ongoing health management program monitoring and return-on-investment reporting if applicable.

Compliance/legal

- If applicable, provide signature-ready 5500 filings and broker compensation disclosure (ERISA 408(b)(2) disclosure) as required by the Employee Benefits Security Administration.
- Provide regular compliance updates and reminders
- Host periodic webinars and seminars
- Assist with compliance questions raised by Client
- Provide additional tools and resources to support compliance (e.g., checklists, compliance calendars, calculators, sample forms, etc.)



EXHIBIT B FEE & COMMISSION SCHEDULE

In consideration of the performance of the Services as described in Exhibit A, USI shall be compensated as outlined below:

USI Fee Per Employee Per Month:	\$20.00
Estimated Annual Fee: ¹	\$57,120 (Estimate based on 238 employees)
Total Annual Compensation:	Estimated Annual Fee plus any other services mutually agreed upon by both parties

1. Fees will be billed by USI on a monthly basis and are due upon receipt . An additional service fee of \$50 per month will be charged to accounts more than thirty (30) days past due.
2. Commissions are remitted by the carrier directly to USI upon payment of premium by the Client. With respect to insurance placed by USI on Client’s behalf, USI will disclose to Client any commissions received by USI and offset the commissions received against the fee, to the extent allowed by applicable law.
3. Compensation will be in effect for the Term unless modified in accordance with Section 11 of the Agreement.
4. Parties agree that USI will receive a five percent (5%) increase in fees upon each anniversary date of this agreement.
5. For direct expenses incurred in connection with the brokerage services provided (e.g. travel, postage and delivery fees), these expenses will be billed to the Client as needed. Invoices for direct expenses will be due within 30 days of the invoice date.
6. For specific services that are requested by the Client, but not outlined in the description of services to be provided by USI, the Client will be billed for work performed. The cost for these services will be billed on a per hour basis or per project basis and included in the next available monthly invoice. No services will be performed without prior written approval from the Client.

¹ Estimated Annual Commissions are commissions payable to USI which are included in the premium and/or administrative costs payable by the Client to the insurance carriers.

Transition, Implementation, Service Plan and Compensation

Transition, Implementation & Service Plan

Should Bering Strait School District select USI as their broker, our first step will be to quickly schedule an implementation and high-level planning meeting to establish clear expectations, short- and long-term objectives and execute a *Service Agreement*.

Your USI service team will request necessary vendor information and documents to populate our internal systems for launch of our full-service platform, including account management, compliance, analytics and the Benefit Resource Center.

The implementation plan outlined in the initial steps below is based on previous, successful transitions for clients similar to Bering Strait School District in size and operational complexity; the later steps describe our continuing client support throughout the benefit year. The timing of any of the steps can be adjusted as necessary to best suit the needs of your decision-making process and/or to perform any other tasks identified for more immediate action. Our goal is to have the transition be both swift and thorough.

The majority of the work described in the steps below will be performed by USI, and we will confer with you throughout the process in order to deepen our understanding of your culture and learn the best ways to communicate with your employees and their families.

We will employ a *Renewal Timeline* to ensure accountability at all major milestones throughout the process and the balance of the benefit year.

Sample Transition & Implementation Plan

Step One: Signed Broker of Record Letter (immediate effective date).

Step Two: Make formal introductions of all team members and discuss various aspects of the employee benefit programs that should be considered in developing a short- and long-term strategic plan. We will request current benefit information from your current vendors and begin our detailed review. Then, we will work with you to define your overall benefit plan philosophy. Topics for discussion would include:

- Pre-renewal
- Enrollment Technology
- Timeline for Bering Strait School District's decision-making process
- Anticipated future business growth
- Administrative systems
- Quality of current vendor relationships
- Current financial goals and budgetary requirements
- Review Renewal Timeline

Step Three: USI and Bering Strait School District develop a three- to five-year strategic plan that complements organizational, economic and cultural goals. At the same time, we will develop a short-term strategic plan to complement your long-term plan.

Step Four: We populate our agency management systems with Bering Strait School District's benefit plans while Bering Strait School District sends out announcements detailing the Benefit Resource Center and introducing USI.

- Step Five:** Present our audit report detailing all aspects and make recommendations to achieve both short- and long-term objectives. Our audit will focus on:
- Benefit levels versus benchmarking, comparing like industry and similar size companies in your geographies (when data is available).
 - Premium contribution analysis to ensure that contributions reflect the economic and cultural philosophy of the organization
 - Contract review for compliance and financial details of plan year while contract is in force and upon contract termination
 - Network analysis, access and discounts
 - Communication materials—open enrollment and new hire
 - Current wellness-related benefits or programs
 - Detailed claims analysis
- Step Six:** Determine need/desire to market plans to vendors outside of current relationships. While we are confident in our ability to identify appropriate pricing, periodically we use market data to aid in negotiations. Regardless, we understand the impact and intangible costs associated with change and always look to provide stability in benefits, provider access and price when possible. Toward this end, we employ our “last look” policy of giving the incumbent an opportunity to maintain the relationship by making concessions to previous proposals.
- Step Seven:** Negotiate with current and/or competitive carriers to identify lowest-cost alternatives and service guarantees.
- Step Eight:** Collaborate with Bering Strait School District to finalize plan design, contribution approach, contractual language and actual vendors.
- Step Nine:** Prepare communication/open enrollment materials for review and approval by Bering Strait School District.
- Step Ten:** Prepare confirmation and termination letters (if necessary) for each carrier. Prepare all necessary contracts for execution by Bering Strait School District. Request binder checks to be sent with implementation paperwork.
- Step Eleven:** Launch communication and education material.
- Step Twelve:** Update agency management system with new benefit, cost and contract language. Promote the Benefit Resource Center.
- Step Thirteen:** Three to four weeks prior to effective date, confirm all enrollment information is complete and loaded into eligibility and claim systems for each vendor. Confirm date for distribution of identification cards.
- Step Fourteen:** Post-renewal, we will discuss the timing and effectiveness of the transition/renewal process and adjust ongoing services and timelines appropriately. We will also establish an annual service calendar—complete with activities and projects to accomplish in the upcoming year that are necessary to achieve stated long-term goals.

Ongoing Annual Service Approach

Develop Strategic/Action Plans	Benefit Plan/Compliance Review	Aggressive Cost Control
<ul style="list-style-type: none"> ▪ Benchmark plans against local and industry peers and market trends ▪ Review past plan financial performance ▪ Discuss annual objectives and determine initiatives for upcoming year ▪ Review plan performance and discuss alternative designs ▪ Develop annual budgets ▪ Wellness/Population Health Management 	<ul style="list-style-type: none"> ▪ Plan design review/re-design ▪ Review compliance issues (ERISA, COBRA, HIPAA, FSA, MH Parity, etc.) ▪ Review service provider documents/booklets/contracts ▪ Plan documentation services ▪ Technology solutions 	<ul style="list-style-type: none"> ▪ Review current service provider performance ▪ Focus on key decision-making criteria ▪ Review renewals from in-force service providers ▪ Determine need to bid ▪ Assess funding arrangement, plan design alternatives, contribution strategies; provide impact analysis
Ongoing Services	Enrollment/Communication Strategy	Annual Stewardship Evaluation
<ul style="list-style-type: none"> ▪ Claim tracking and analysis ▪ Financial reporting ▪ Online/Administrative solutions ▪ Service provider management ▪ Compliance updates ▪ Day-to-day issue resolution ▪ Training: seminars/webinars 	<ul style="list-style-type: none"> ▪ Develop annual enrollment timeline ▪ Communication materials developed/updated ▪ Participate in open enrollment meetings/health fairs ▪ Implement new and/or review administrative processes/solutions 	<ul style="list-style-type: none"> ▪ Measure program and service results against goals and objectives ▪ Measure OUR performance against YOUR expectations ▪ Review service provider performance

Compensation

USI is open to the compensation arrangement and timing that best meets the needs of Bering Strait School District, whether that is an annual fee, a monthly retainer fee, commission percentage built into your insurance premiums, a per employee per month (PEPM) fee, or any combination thereof. Regardless of funding method, all commissions and fees are discussed and agreed upon up front and cover any services you and your account team build into your *Service Agreement*.

When determining fee level, we project costs based on:

- Number of employees/payroll
- Level and types of enrollment in benefits plans
- Number of benefits plans
- Number of divisions
- Expected growth
- Scope of services
- Financial and risk preferences
- Analytical depth and utilization of data analytic tools
- Level of adoption of Consumer-Driven Health Plans
- Communication frequency, medium and style
- Technology resources
- Compliance needs

We first use the tool to identify the proper compensation and then work with you to determine the best funding method.

Given our current understanding of Bering Strait School District's requirements, we propose to provide the services detailed in our proposal for a fee of \$20 per employee per month (PEPM) for employer-paid medical, dental and vision coverages.

We look forward to the opportunity to continue the compensation conversation with Bering Strait School District in order to identify a mutually agreed-upon and fully transparent compensation structure and amount—an approach we believe sets the tone for an open and collaborative partnership.

We do not charge additional fees except for “extraordinary items,” which arise infrequently. Extraordinary items may include services provided by external agencies and/or third-party vendors like: design and printing of especially complex custom communication pieces, or independent claims audits for self-insured plans. Expenses associated with these, and other third-party services, may be passed on to Bering Strait School District, and in many instances be paid directly to the provider by Bering Strait School District, in accordance with agreements made between Bering Strait School District and the vendor. We will not engage any third-party provider on Bering Strait School District's behalf without first discussing the services to be provided—along with the associated cost—and obtaining written permission from Bering Strait School District.

Should Bering Strait School District's needs evolve or expand beyond those delineated in the *Service Agreement*, we would work with Bering Strait School District to identify the scope and potential costs of such services, and to establish a mutually-agreed-upon fee arrangement prior to the commencement of the additional work.



EMPLOYEE BENEFITS COMMUNICATION & EDUCATION

THE USI  ONE ADVANTAGE[®]

www.usi.com



Employee Benefits Communication

Effective communication is a key component of improving employee satisfaction, increasing understanding, and reducing healthcare claims

When it comes to communication and educating on employee benefits, there are unique challenges for companies in today's workforce.



Multiple locations



Complex plans



Timing



Hybrid & remote staff



Multi-generational workforce



Non-English speakers



Confusing delivery methods

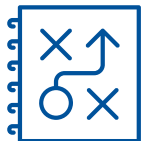


Message burnout



Reaching other decision makers at home

- Misunderstandings regarding the benefits plans can be cost to employee and employer alike.
- Lack of employee engagement and understanding may result in higher turnover.
- USI communication resources addresses client challenges in a variety mediums to meet their employees' needs.

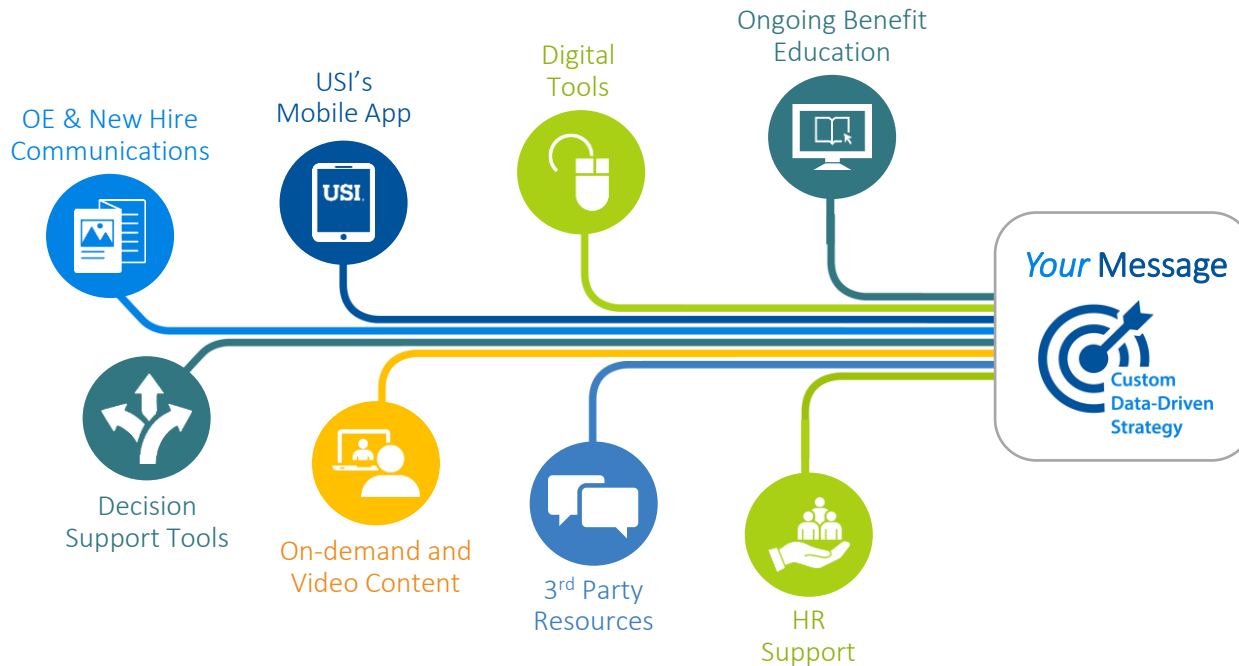


USI understands these complexities and creates strategic communication plans that provide valuable insights to our clients.

EMPLOYEE BENEFITS COMMUNICATION & EDUCATION

Communication Solutions

USI's broad communications solutions increase employee satisfaction, remove burdens from the HR department and improve compliance



- USI offers a wide array of communication solutions across different mediums to best reach employees and align with company culture.
- Reduce employee reliance on HR staff for basic information and claims resolution.
- Connect with employees throughout the year in different ways to increase understanding, improve morale, and drive engagement.

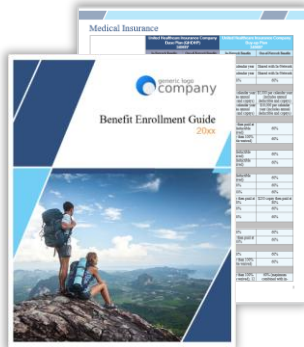
EMPLOYEE BENEFITS COMMUNICATION & EDUCATION

Communication Tools

These tools give employees access to resources that simplify benefit administration and resolve HR related issues

Support for OE & Beyond

- Benefit guides
- Interactive Summary of Benefits
- OE memos
- Email templates
- OE/New Hire presentations
- Benefits/wellness education
- Webinars
- Decision Support Tools*
- Enrollment Services*



Other Digital Tools

- QR Codes
- Employee Surveys
- Educational video library
- Virtual OE Benefit fair microsities*
- Engagement Platforms*

MyBenefits2GO Mobile App

- Access benefits info all in one place
- Access plan information, contact details, educational references
- Easily accessible to employees, dependents and spouses

- USI account team creates comprehensive, tailored materials to communicate plan information and benefit education.
- Reduce or eliminate print and distribution cost, while providing consistent messaging.
- Mobile accessibility for easy access improves adoption.
- Available 24/7 online – helpful for targeted campaigns and general knowledge year-round.

Click the images for link to each sample.

*Additional costs may apply based on vendor and scope of work



EMPLOYEE BENEFITS COMMUNICATION & EDUCATION

Strategic Communication Plans

Whether open enrollment or a specific campaign topic, we drive engagement through a combination of channels and messaging tactics

Sample Topics:

- Open Enrollment
- PCP & Preventive Care
- Medical Carrier Migration
- Health Savings Accounts (HSA)
- Flexible Spending Accounts (FSA)
- Behavioral Health
- MyBenefits2GO Mobile App
- Benefit Resource Center (BRC)

Example Strategy: HSA Education

EMPLOYEE BENEFITS COMMUNICATIONS
Health Savings Account Communication Strategy

Touchpoints

Touchpoint 1: What is an HSA?

- Email: Are You Ready to Make the Switch?
- Video: Health Savings Accounts (HSA) [embedded in email]
- Flyer: Is an HSA Right for you? Or Making the Most of your HSA
- Optional: HSA Vendor flyers/other introducing HSA

Touchpoint 2: Who is Eligible for an HSA?

- Email: Are You Eligible for Savings?
- Flyer: HSA Frequently Asked Questions

Touchpoint 3:

- Email: High D
- Video: HDHP

Touchpoint 4:

- Email: The D
- Video: How r
- Flyer: HSA El
- Optional: HSA

Touchpoint 5: HSA: Invest for Your Future

- Email: Invest and Save Using Your HSA
- Video: How to optimize your HSA [embedded in email]
- Flyer/Other: Vendor information on investing with your HSA

Touchpoint 6: HSA/HRA/FSA Comparison

- Email: HSA/HRA/FSA – What's the Difference?
- Video: HSA vs FSA
- Optional: HSA/HRA/FSA vendor flyers/other speaking to differences in these kind of accounts

Touchpoint 7: Enrolling in the HSA (open enrollment)

- Email: It's Time to Enroll and Save
- Vendor information on how to enroll with link to vendor website
- Optional: On Demand Presentation focused completely on HDHP/HSA plan, HSA info, and examples of how HDHP/HSA plan costs versus alternate client plan(s)
- Optional: HSA Vendor flyers/other for enrollment

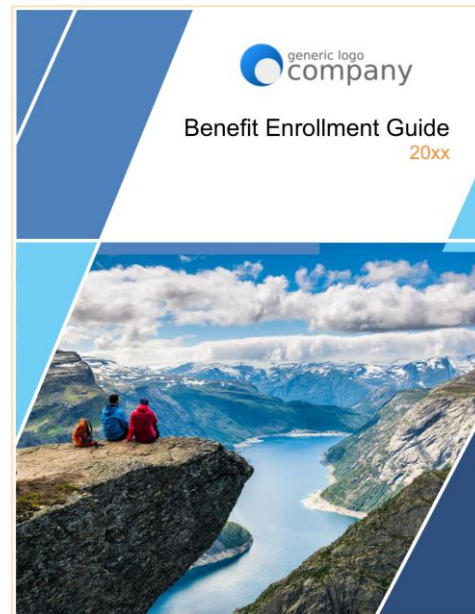
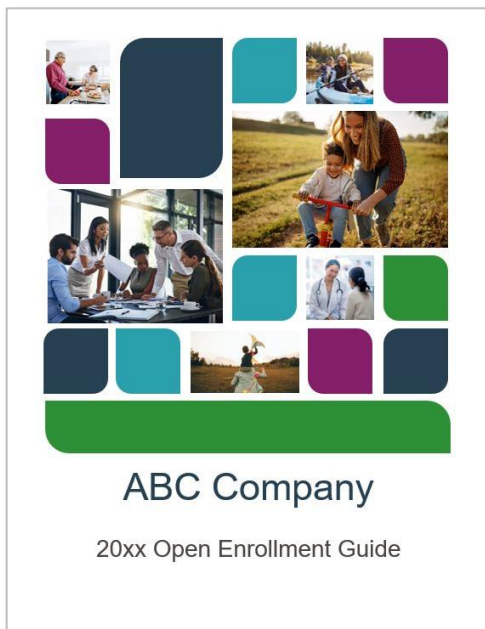
Touchpoint 8: I'm Changing Plans, Now What? (post-OE)

- Email: I'm Changing Plans, Now What?
- Video: How to Stretch Your Healthcare Dollars [embedded in email]
- Optional: HSA Vendor flyers/other about what to expect after enrollment

- Strategies utilize a combination of channels and messaging to best reach employees, and decision makers at home.
- Strategies include email templates, posters, educational videos, and more.
- Multiple touchpoints and suggested timelines provide repeated exposure and increased employee engagement.

Digital Benefit Guides

USI's benefit guides improve communication and ensure compliance with appropriate federal disclosure notifications



- USI's Benefit Guides clearly communicate benefits information.
- Digital versions of guides are hosted online; can also be printed or uploaded as PDF on client's intranet.
- Reduces workload and basic questions for HR teams.
- Enrollment materials thoroughly explain benefit options to employees and meet DOL standards for annual disclosure notices.
- Failure to meet disclosure requirements can result in significant penalties. For example:
 - *Failure to provide required annual legal notices may result in an excise tax of \$100/day for non-compliance/per notice/per affected individual*

EMPLOYEE BENEFITS COMMUNICATION & EDUCATION

Educational Videos

USI offers a library of short, educational videos on more than 80 benefits topics to help employees understand the value of their benefits



- USI's library of short, educational videos are available in both English and Spanish.
- These videos educate members about their benefits and provide instruction as to how to best utilize their benefits.
- These videos may be linked within any digital or printed materials, as well as within the USI mobile app *MyBenefits2Go*.

Click the images for link to each sample.

EMPLOYEE BENEFITS COMMUNICATION & EDUCATION

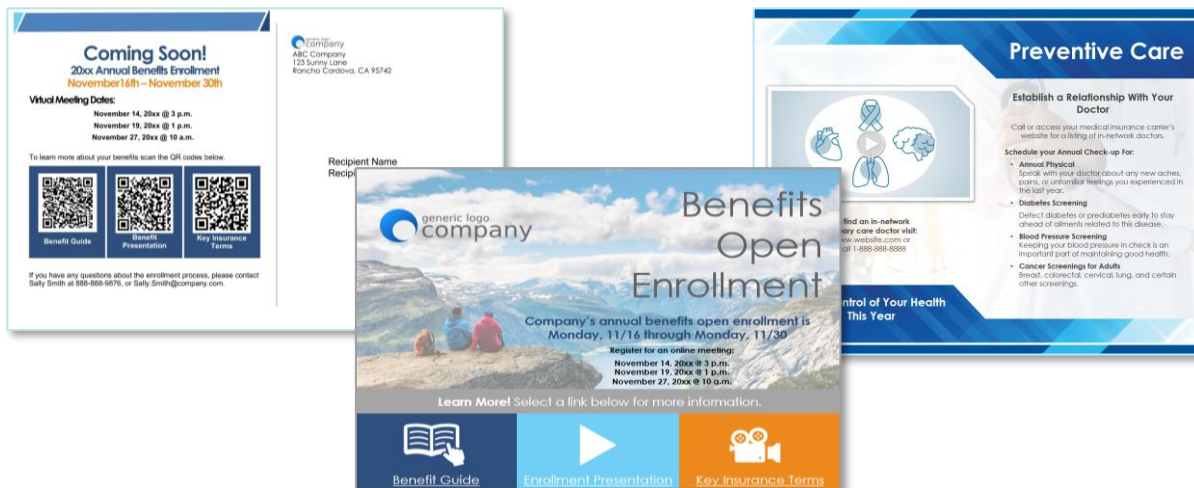
Postcards – Digital & Printed

Educating on specific topic or driving action during open enrollment is made easy with postcards, either printed or digitally shared

Digital and Printed Postcards

- Convenient access to benefits info and ongoing education for company initiatives. Reach decision makers at home.
- Share multiple benefit resources all in one place with hyperlinks or QR codes- benefit guides, presentations, carrier websites, etc.
- Highlight plan features, benefit announcements, wellness education, dates & deadlines.

- A modern twist on a classic communication piece, our postcards can announce company programs, remind of key dates, and link to any other benefits piece or website by hyperlink or QR code.
- Simple way to combine various messaging into one place and send right to employee's homes.
- Easy to customize according to the client's logo, colors and branding style guide.

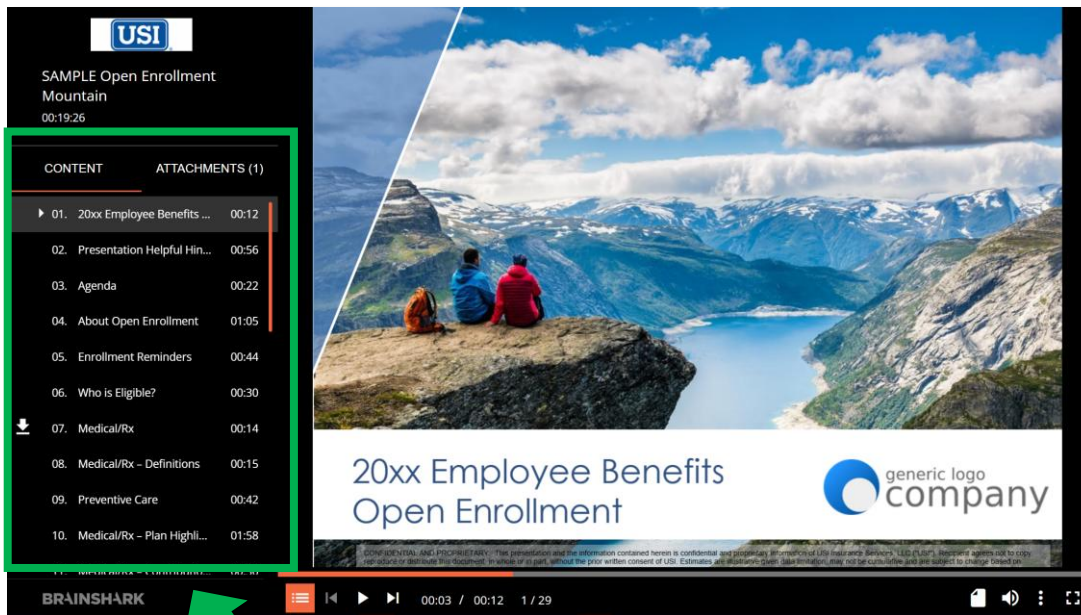


*Additional fees may apply for printing and postage

EMPLOYEE BENEFITS COMMUNICATION & EDUCATION

Brainshark – On Demand Presentations

Recorded presentations available online with voiceover narration – great for open enrollment, onboarding, wellness initiatives, and ongoing campaigns



Chaptered videos mean employees can easily navigate to the sections that apply to them.

- Consistency of messaging means less confusion, reduces questions to your HR staff.
- Increase benefits comprehension and improve message consistency.
- Reduces costs associated with time and travel to host on-site benefits meetings.
- Add attachments to help information all in once place.
- Guestbook allows for tracking and utilization metrics.

Click the image for link to sample.

EMPLOYEE BENEFITS COMMUNICATION & EDUCATION

Interactive Summary of Benefits

User-friendly online vehicle for delivering the most important benefits info, while linking to additional resources for deeper learning

The image displays two overlapping screenshots of the ABC Generic Corp interactive benefits summary interface. The top screenshot shows the 'VISION' section, which includes a table of costs for National Guardian Life vision insurance. The bottom screenshot shows the 'Welcome' section, featuring a message from the HR team and a prominent button for the '202X BENEFITS GUIDE'.

National Guardian Life	
Eye Exam	\$20 copay
Frames	\$35 copay

202X BENEFITS GUIDE
Click the link to see the complete guide: [ABC Generic Corp 202X Benefits Guide](#)

- Bring all communication products together in one place (benefits guides, educational videos, presentations, etc.)
- Included within the standard USI service model – it's free.
- Easy to customize according to the client's logo, colors and branding style guide.
- Available 24/7/365 online, so it's great for Open Enrollment *and* throughout the year for new hires and dependents.

Click the image for link to sample.

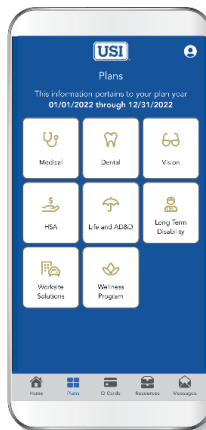
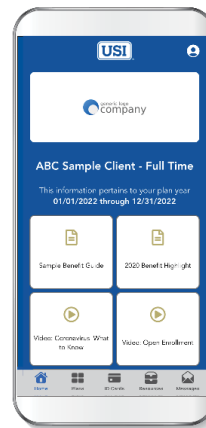
EMPLOYEE BENEFITS COMMUNICATION & EDUCATION

MyBenefits2GO – Mobile App

Provides employees and dependents on-demand access to open enrollment materials, educational videos, and contact information

The USI Mobile App is customizable with the following information:

- Company logo
- ID card storage
- Benefits details (Open Enrollment booklets, benefits summaries, SBCs, etc.)
- Carrier & important contact information (phone, emails and websites)
- On-demand Open Enrollment/New Hire presentations
- Short videos to educate members on how to utilize their plan
- In-app notification messages for open enrollment & wellness program reminders



- The USI mobile app provides 24/7 benefits information with no cost to the employer.
- Available on Apple iOS and Android markets for free.
- Support “Going Green” efforts by printing fewer benefit guides and directing employees to the app.



Want to see the app in action?
Scan the QR code, or look for “USI MyBenefits2Go” in your app store. Download and enter **P62516** when prompted!

[Click Here for demo video](#)

NEXT STEPS



- Review existing employee benefit guides and other materials
- Identify appropriate communication channels
- Consider employee FAQs and key benefits topics/initiatives that can be served with a thoughtful communication strategy



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To: BSSD Regional School Board

From: Alex Roberts, Director of Curriculum & Instruction

Subject: Board Report: Curriculum and Instruction

Date: Jan. 29, 2026

Board Policy: BP 6162.5 Standardized Testing
Strategic Plan: Student Support

Purpose of This Report

The purpose of this report is to share a clear, honest picture of student academic growth across the Bering Strait School District using NWEA MAP assessment data, and to identify an important question that must guide our instructional work moving forward.

This report focuses on schoolwide trends, not individual students or classrooms, and is intended to support informed board-level discussion about instructional effectiveness and next steps.

About the Data

The data presented comes from the NWEA MAP assessments in English Language Arts (ELA) and Math.

- Scores are reported as percentiles, which compare our students' performance to students nationwide
- School averages reflect all tested grade levels, not isolated grades
- Growth is measured over multiple years to identify trends, not single testing windows

English Language Arts (ELA) Findings

Over the last three years, ELA results show strong and consistent growth across the district.

- 14 of 15 schools have demonstrated growth above the expected standard deviation
- Winter growth this year exceeded growth from previous years
- Districtwide average achievement improved from the 11th percentile in 2022 to the 25th percentile by Winter 2025

This represents a meaningful increase in student learning over time and reflects sustained instructional effort across schools.

Mathematics Findings

Math results show similar positive trends.

- 13 of 15 schools demonstrated growth above the expected standard deviation over the past three years
- Winter growth again exceeded growth from prior years

- Districtwide average achievement increased from the 15th percentile in 2022 to the 22nd percentile by Winter 2025

While achievement levels remain below national averages, the direction and consistency of growth are positive.

What This Data Tells Us

The MAP data indicates that:

- Students are learning more year over year
- Instructional practices are producing measurable growth
- Many schools are making gains at a rate faster than expected

This growth suggests that instructional time, interventions, and core teaching efforts are contributing to student learning.

The Concern We Must Address

Despite these positive growth trends, this improvement is not consistently reflected on the AKSTAR state assessment.

This disconnect raises an important concern:

- Students appear to be growing academically
- However, that growth is not translating into comparable performance on the state assessment

This does not negate the growth shown in MAP data, but it does signal a need for closer examination.

The Central Question

Why are we seeing growth on MAP, but not the same results on the AKSTAR exam?

This is not a question of effort or commitment, but a question of alignment and coherence.

Areas for Continued Focus

Moving forward, this question points us toward several instructional areas for review:

- Alignment between Tier 1 instruction, standards, and AKSTAR expectations
- Consistency of instructional rigor across schools and grade levels
- Protection and use of instructional time
- Ensuring interventions support, rather than replace, strong core instruction

Closing

The data shows that growth is happening across the district.

The work ahead is ensuring that growth is fully aligned with state expectations.

This report is intended to support thoughtful discussion and guide next steps as we continue improving outcomes for students across the Bering Strait School District.

Yearly Progress in the BSSD

Alex Roberts, Director C&I

Data Key:

The following slides will contain data from our NWEA Math and ELA assessments. Some things to note:

- These scores represent the school average for all grades that took the NWEA assessment.
- The scores are in percentiles. This means that the score represents the range in which students scored. (For example, if a school scores in the 60th percentile, that means that 40% of students nationally scored higher than that school).

School	End of 22	Fall 23	Winter 23	Spring 24	Fall 24	Winter 24	Spring 25	Fall 25	Winter 25	TOTAL GROWTH
Unalakleet	38	32	31	36	38	36	34	43	50	+12
White Mountain	35	31	31	34	36	33	30	35	35	0
Martin L Olson - Golovin	28	33	31	38	35	32	35	40	48	+20
Paul F Asicksik Sr - Shaktoolik	12	14	15	24	22	25	27	27	25	+13
Koyuk Malimiut - Koyuk	9	18	21	21	27	19	23	29	28	+19
James C Isabell - Teller	11	14	13	22	21	16	20	20	21	+10
Anguiin - Elim	12	9	10	18	19	14	18	23	28	+16
John Apangalook - Gambell	8	11	10	17	15	14	19	21	15	+7
Shishmaref	7	11	6	16	15	11	20	22	21	+14
Anthony Andrews - St. Michael	11	9	4	13	15	11	19	14	15	+4
Diomedede	5	8	9	14	14	9	14	18	10	+5
Hogarth Kingeekuk Sr. Memorial School - Savoonga	3	7	3	11	10	8	16	16	18	+15
Brevig	3	4	2	10	6	5	13	12	13	+10
Kingikmiut - Wales	7	11	4	16	6	4	14	8	23	+16
Tukurngailnguq - Stebbins	4	2	1	9	19	1	10	6	9	+5

Findings for ELA:

- 14 of our 15 schools have had growth above the standard deviation over the last three years.
- This year's winter growth scores were higher than the last three years.
- The average achievement score for our schools at the end 2022 was in the 11th percentile. At the end of winter 2025, it sits at the 25th percentile.
- This is a significant amount of growth.

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	8	End of 22	Fall 23	Winter 23	Spring 24	Fall 24	Winter 24	Spring 25	Fall 25	Winter 25	Total Growth
Anguini - Elim	21	18	14	15	17	13	18	21	25	+4	
St. Michael	11	10	12	14	12	10	12	12	17	+6	
Brevig	7	8	6	9	6	5	9	10	12	+5	
Diomedea	3	5	8	8	7	5	9	8	5	+2	
Savoonga	6	8	7	11	9	9	11	12	11	+5	
Teller	11	20	22	24	24	18	18	18	23	+12	
Gambell	9	11	12	13	11	15	15	16	14	+5	
Wales	9	7	13	5	3	4	4	5	17	+8	
Koyuk	18	19	17	23	16	19	16	22	21	+3	
Golovin	25	27	31	35	32	48	46	40	47	+22	
Shaktoolik	20	22	25	29	30	28	31	28	29	+9	
Shishmaref	13	12	10	11	14	14	16	20	19	+6	
Stebbins	1	3	2	4	8	2	6	5	6	+5	
Unalakleet	42	37	39	35	41	41	44	43	47	+5	
White Mountain	31	33	25	38	38	34	35	35	42	+11	

Findings for Math

- 13 of 15 schools have had growth above the standard deviation over the last three years.
- This year's winter growth scores were higher than the last three years.
- The average achievement score for our schools at the end 2022 was in the 15th percentile. At the end of winter 2025, it sits at the 22nd percentile.

A Question We Must Answer Together

What we know

- MAP data shows **consistent growth** in both ELA and Math
- Most schools are growing **above expected rates**
- Average achievement has increased steadily over the last three years

The concern

- This growth is **not showing up at the same level on AKSTAR**

The question

Why are we not seeing these results on the AKSTAR exam?

What this requires next

- A closer look at **Tier 1 instruction**
- Stronger alignment between **standards, instruction, and assessment**
- Honest conversations about **instructional time, rigor, and expectations**

Growth is happening.
Alignment is the work ahead.

Jan Report to School Board: School Counseling - Sarah Swanson

Overview of Department:

We currently have 7-8 school counselors working in BSSD, 4 of them itinerate between sites and the other 3 are serving a single site. We would likely have all of our counselors itinerate but the 3 that are at a single site are doing the final internship for their Master's Degree in School Counseling or School Social Work; they aren't allowed to split time between sites in their internship.

Here are our counselors and their assignments:

Hendri Otto - Saint Michael and Stebbins

Bethany Brokaw - Elim and Shaktoolik

Katina Glasco - Koyuk

James Smyth - Golovin and White Mountain

Emily Crysel - Savoonga

Zach Check - Gambell

Mady Moe - Wales, Diomedede and Shishmaref

Unalakleet - I will cover as needed

Brevig Mission - no regular coverage right now,

Teller - no regular coverage at this point I have made myself available to KTS & Teller

We are 3 years into a 5 year federal grant that is focused on increasing student access to mental health supports by recruiting and retaining school counselors in our district. This grant allows us to "Grow Our Own" by helping classroom teachers transition to a school counseling position, the grant can reimburse them for the costs involved in getting the Type C license needed to be a school counselor. The bulk of that cost is tuition reimbursement for the Master's program. We are able to hire them as school counselors once they have successfully completed 9 credits in their program. Currently, we have 3 teachers making that transition - Mady Moe (Wales, Diomedede, Shishmaref) is midway through the program at UAF, Brad Webster in Unalakleet and Ginger Marks in Shaktoolik have just started the Master's program at UAF.

College and Career Planning:

This is a significant part of our work. Counselors begin these conversations as early as 9th & 10th grade as they review grades and credits with students. Starting in 11th grade, we invite students to come on one of our CCR (College and Career Readiness) trips to Anchorage or Fairbanks. The intent of these trips is to introduce students to a variety of training opportunities available after high school and to get on the campuses to actually get a feel for the programs.

We are planning to take trips to both Anchorage and to Fairbanks in April. Students must meet the same eligibility requirements as athletes in order to attend. We try not to limit the number of students who attend but we also know that if our group is too large it is difficult for colleges and training programs to accommodate us.

Here is our agenda from our fall trip:

Monday - Fly into Anchorage
Tuesday - Job Corps
Alaska Works (trades training)
Laborer's Union
Army and Air Force recruiters
Wednesday- Alaska Christian College (Soldotna)
Kenai Peninsula College (Soldotna)
Thursday - AVTEC (Seward)
Pacific Seafoods (Seward)
We used to meet with the Coast Guard but they closed the base in Seward
Friday - University of Alaska - Anchorage campus (morning)
Alaska Pacific University (afternoon)
Saturday - Fly home

School Climate Surveys:

Our schools organize these surveys for 3 groups of people; we survey students (in grades 3-12), staff and families. The main points these surveys ask about are how people feel at school in regard to safety, whether they feel accepted and supported and how strong they feel a connection between home and school. The surveys are completely anonymous so we expect that the results we see are an honest reflection of how people feel about our schools.

The information we get from these surveys is a crucial tool. The results offer comparisons specific to each school or our district as a whole. We can compare our scores from one year to another to see if change is happening on sites or at the district level. We can also see our scores in comparison to all schools (K-12 or PreK-12) that have taken the surveys or specifically to other rural schools. Typically, school staff will review the results in the fall and compare to previous years to see if there is growth or if any areas have fallen off. Quite often, principals and leadership teams will set goals around increasing one or more areas on the school climate surveys.

We also use the data from these surveys as measures on many of the federal grants we have received. That means we are reporting our survey results each year of the specific grants. We also use the data when writing applications for new grants.

The surveys are taken online; there is a specific link for each survey at each site. Principals just got those links this week and are making plans to get the surveys out to their communities. The window for completing the student and staff surveys is **Jan 26 - Feb 20**. The window for the family survey is longer to allow, it is open from **Jan 26 - March 20**. We are pushing for more response from families this year. Some schools did not have enough responses last year to count in the survey data.

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To: BSSD Regional School Board

From: Matthew Wirth,
Maintenance Operations Manager

Subject: Maintenance Updates

Date: Jan 21, 2026

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

Winter Maintenance Overview

With winter setting in and temperatures dropping significantly, the Maintenance Department has been heavily engaged in keeping heating and water systems operational across the district. Due to multiple emergencies occurring simultaneously at several sites, we were required to bring in outside contractors to assist with urgent repairs.

Although winter has been particularly challenging, the department is already beginning to plan for spring and summer. This includes early preparation for barge orders and fuel deliveries—processes that require months of planning to ensure all materials and supplies are in place for the upcoming school year.

Christmas Break Operations

Over Christmas break, Maintenance operations looked different than in years past. To remain within budget, maintenance staff were limited to working two hours per day to conduct facility checks. These walkthroughs involved inspecting each room for potential issues such as frozen or leaking pipes, heating problems, and other building concerns. Cooler and freezer temperatures were also recorded during these checks.

This approach allowed us to identify problems early while staying within budget and preserving workdays for summer break, when many large- and small-scale maintenance projects are completed.

Extreme Cold Spell Impacts

Shortly after Christmas break, the region experienced an extreme cold spell with temperatures well below zero for approximately two weeks. This weather significantly impacted several facilities across the district.

St. Michael

St. Michael was the most heavily affected site. The school experienced a complete boiler failure, which caused system pressure loss and shut down all boilers. With assistance from a former BSSD employee in Stebbins, we were able to isolate the failed boiler and begin rebuilding system pressure.

A boilerman from Combustion Controls arrived the following morning to continue repairs, with parts and supplies expedited to the site. Despite these efforts, some water and sewer lines froze. Thanks to quick action by our local maintenance team, Tapraq, all utilities were restored within a few days.

There was initial concern regarding the sprinkler system; however, once water service was restored, the system was repressurized and returned to normal operation. JCI later flew in to conduct a full inspection and confirmed the system is functioning properly.

Other Sites

- **Shishmaref:** Water and sewer lines froze. With assistance from Melnik Mechanical and Yukon Mechanical, a heat loop was added, utility lines were reinstalled, and multiple broken pipes were repaired.
- **Brevig Mission:** Similar issues occurred in teacher housing. Yukon Mechanical is currently working through these repairs.
- **Savoonga:** The community lost power for five days due to power plant issues. Ten housing units lost water and sewer service. Raven Mechanical is assisting alongside local maintenance staff.
- **Elim:** A frozen main supply line feeding the sprinkler holding tank was discovered. Yukon Mechanical and JCI Fire are working toward resolution.
- **Wales:** During Christmas break, a boiler system leak was identified. Combustion Control was flown in and determined the leak originated from the heat loop serving the water

tanks behind the school. Further inspection revealed both tanks were frozen. With assistance from Combustion Control and ANTHC, repairs and thawing efforts are underway. One tank serves the sprinkler system, and the other provides emergency water supply.

These widespread plumbing issues continue to highlight the critical need for an on-staff plumber. Unfortunately, this position has remained unfilled for several years, as qualified plumbers are typically already employed or operating their own businesses. Recruitment efforts will continue.

HAZWOPER Training

In late October, 16 BSSD employees successfully completed the 40-hour HAZWOPER training. In addition to the coursework, participants engaged in a roundtable discussion to share site-specific challenges and collaboratively brainstorm solutions.

Golovin Tiny Homes

We attempted to relocate the tiny homes from Golovin to Wales this fall; however, road construction in Golovin prevented access. The road elevation had increased by approximately one foot since the homes were delivered, and Bering Pacific Services was able to get a loader to the site but was unable to move the housing unit due to powerline heights.

We are considering having Bering Pacific attempt the move again next year using a lowboy trailer or potentially putting the tiny homes out to bid, as there has been interest from community members in Golovin.

Housing

Housing remains a district-wide challenge, with open units currently in Elim, Shishmaref, Savoonga, and Gambell. We are reviewing vacant units and evaluating which leases may be terminated.

Although it's important to note, predicting housing needs is difficult due to uncertainty around staff turnover. Many teachers currently share housing to reduce costs, but it is unclear whether this will continue next year or if new hires with families will require additional units. We are

making site-based projections and the best possible informed decisions given the available information.

Upcoming Projects

- **Spill Cleanups:**

EMI was awarded the spill cleanup contracts for Teller and Wales, with work scheduled for completion by the end of summer. Each project received five bids, with EMI submitting the lowest bids:

- Teller: **\$270,779.00**
- Wales: **\$118,803.00**

- **Gambell:**

Recent air quality testing confirmed that no vapors are entering the school and that the ventilation system is operating as designed. Integrity Environmental is drafting a Request for Proposal (RFP) for the Gambell fuel spill clean up. Once reviewed and revised, it will be released for bidding.

- **Savoonga Roof:**

Tremco INC evaluated the roof in Savoonga and expressed approval of the temporary patch completed by local maintenance staff. We are working with Tremco on a permanent repair and additional maintenance to extend the life of the existing roof. A quote with multiple options is pending.

- **Asset Management Software:**

We have begun transitioning from Asset Essentials to Operations Hero after discussions with other school districts that have already made the switch. Operations Hero allows districts to earn additional DEED points, increasing the likelihood of state-funded projects.

The platform includes built-in AI functionality that allows equipment (or assets) to be created from photos of product labels—reducing data entry time from approximately 30 minutes to just a few minutes. It also includes an Energy HQ program to track utility costs, streamline reporting, and ensure BSSD receives full DEED points.

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To: BSSD Regional School Board
Subject: Maintenance Updates

From: Chris Masters Jr., Facilities Safety Manager
Date: January 22, 2026

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

Facility Safety Manager Board Highlights

Overview

Following site visits and inspections, a response approach was implemented to assist in addressing deficiencies identified throughout the district and to support the department in day-to-day operations. This also included responding to multiple facility emergencies involving mechanical failures, power outages, loss of heat, water issues, freeze-ups, and burst pipes.

Fire Watch

These events resulted in the compromise and failure of fire protection and suppression systems at four of our schools, including Unalakleet School, which experienced fire panel and component failures; Aniguiin School in Elim, which had a frozen and burst transmission supply line to the fire suppression holding tank; and Kingikmiut School in Wales, which had frozen transmission lines and a fire suppression holding tank. These conditions required placement on a state-mandated 24-hour fire watch until systems could be restored and brought back online. We represented BSSD at the State Fire Marshal's Office to ensure all sites remained in compliance. Fortunately, Anthony A. Andrews School in St. Michael was able to be taken off fire watch after it was determined that the line believed to supply the sprinkler system was a burst domestic water line located in the ceiling above the kitchen. JCI Fire, along with other plumbing contractors, has been dispatched and is actively addressing these issues.

Bulk Fuel Facilities

We continue to work with Integrity Environmental to update our SPCC and FRP plans for our bulk fuel facilities. Integrity has also identified mechanical and physical compliance items at

each completed facility (Savoonga, Unalakleet, White Mountain, Wales, Gambell, Shishmaref, and Teller). These range from proper tank labeling and appurtenance replacement to full tank coatings and the addition of secondary containment. As this work progresses, our list of compliance items will continue to develop. Some items may be completed in-house; however, due to the complexity of others, contractor support will be necessary. At this time, estimated costs are unknown, but if compiled, this effort would likely constitute a major maintenance project, and I would recommend it be proposed as a budgeted line item in the future. We have also been working with the U.S. Coast Guard to address policy deficiencies regarding a Letter of Alternate Compliance (LoAC) for all facilities, specifically related to pressure testing requirements and absorbent boom inventory standards.

Leases

BSSD leases have also been a focus. Currently, we have land or building leases at ten sites (GAM, SVA, WMO, ELI, UNK, SHH, GLV, SKK, WAA, and WBB) with both individuals and entities. We have compiled physical folders and records, cross-referenced them with invoices, digitized all available documentation (leases and correspondence), and created a searchable database along with a location map to clearly reference each property.

Our auditor has requested that we move toward single-year lease terms. For most individual lessors, this has not been an issue, with one exception requesting a five-year term. For expired entity-owned properties, annual terms have not yet been accepted, nor has our outdated draft lease, which is understandable. Typically, lease agreements are proposed by the lessor, not the lessee, and it has been common for new terms to include rate increases. Since these terms are not mandated by us, we are limited to negotiation when possible. For example, one expired lease resulted in a proposed 30% increase across two properties, which led us to release one of the properties to reduce overall costs and remain budget conscious.

All documents have been reviewed and submitted to our legal counsel, along with a proposed addendum and updated lease template for incorporation. Transparency is important to note—these processes have not always been timely, particularly when working with entities that require board approval prior to agreement execution. Every lease I have been involved with has been approached with careful consideration. Given the many factors involved—ethics, budget, and living conditions—I would recommend that leases be reviewed and approved by committee to ensure multiple perspectives are considered and that outcomes remain in the best interest of BSSD and all parties involved.

Professional Development

Completed October 6-10 AASB Maintenance Employees Conference and ALASBO's Good Alaska School Maintenance Professional Training

Completed October 27-31 40 Hazwoper training for site maintenance staff with Frontier Fuel Service.

Completed November 4-8 National Recreation and Parks Association Playground Safety Training

Upcoming February 17 Tank Farm Disaster Preparedness – Partnership NOAA's Office of Response and Restoration and The Coastal Response Research Center

TBD OSHA

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To: BSSD Board

From: Superintendent Dodd

Subject: Superintendent January Report

Date: January 22, 2026

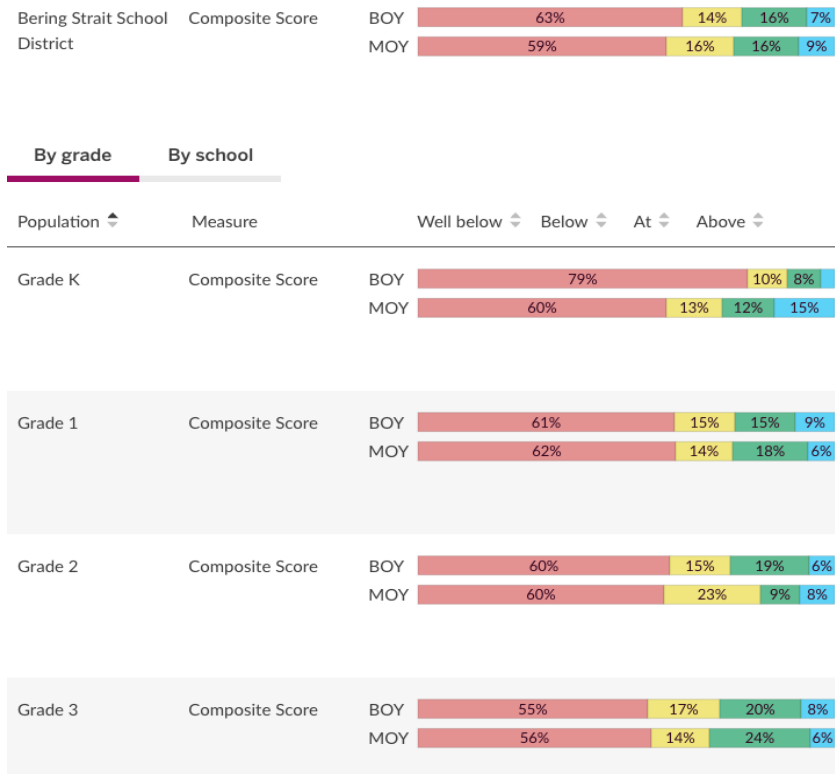
Strategic Plan: Language/Culture, Student Support, Staff Support, Facilities/Infrastructure

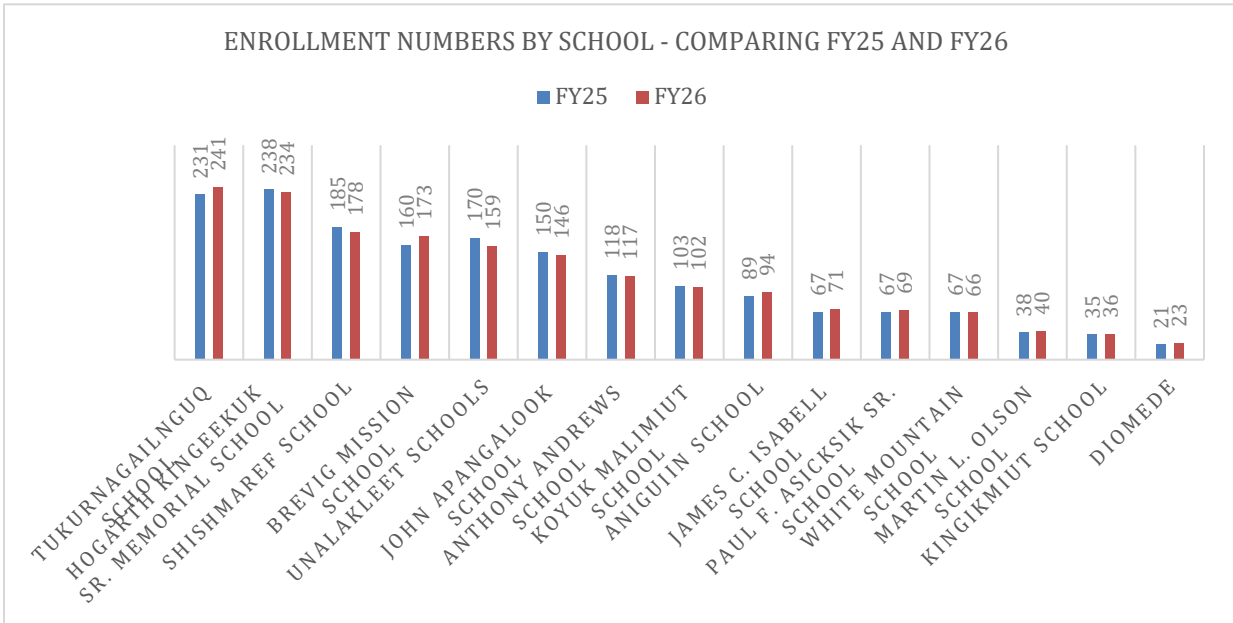
BACKGROUND AND/OR PERTINENT INFORMATION:

Student Support

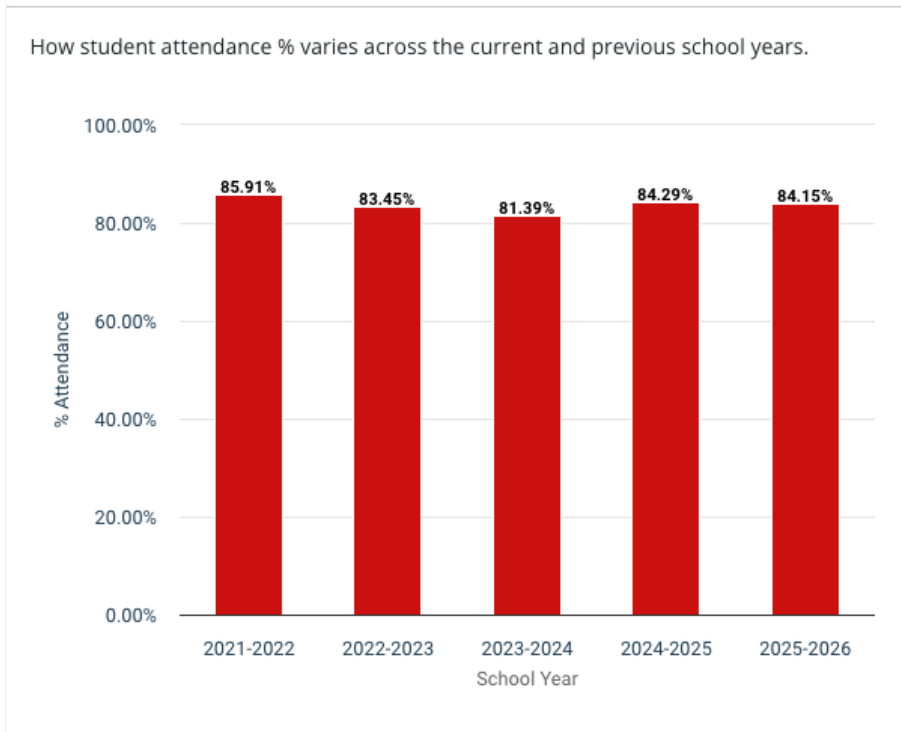
BSSD is sending approximately 45 students to compete at the Ed Rising state competition in February. The top placers will receive funding to compete at the National Ed Rising competition this summer.

Below is a quick look at a comparison of students in grades K-3 in ELA from their BOY benchmark and MOY. (AK Reads Act)



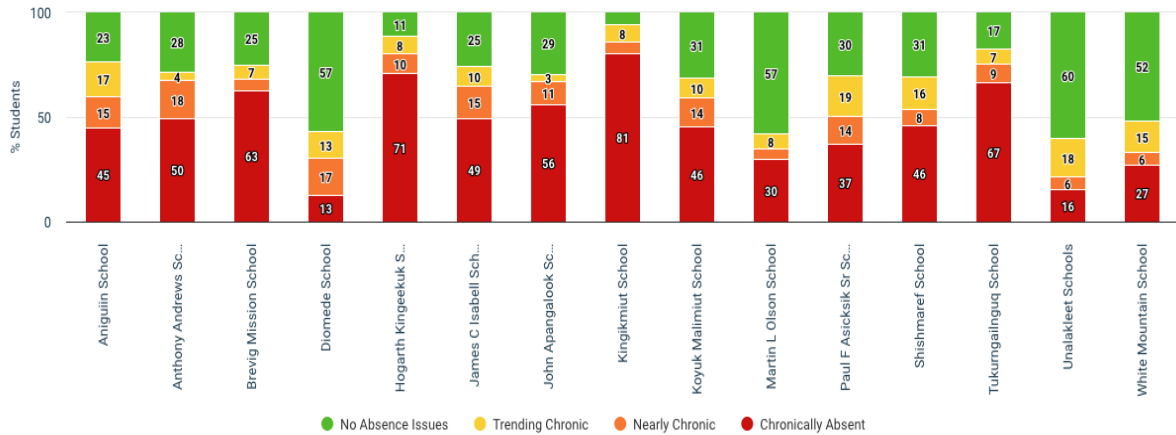


Attendance Rates



Chronic Absences by School

The schools with the most chronically absent students.



Staff Support

The annual Alaska MTSS Conference will be held in Anchorage January 23-25. BSSD sent approximately 55 staff members to attend.

Friday teacher Professional Development has been offered throughout the year. The focus has been on MTSS/RtI, Data, Teacher Clarity, Science of Reading, Content Reading in High School, and many other topics covered by the district office staff.

Facilities and Maintenance

The severe cold weather we just experienced took a toll on facilities for several of our schools. We had 6 schools that encountered frozen pipes or sewer issues along with many housing units. The hardest hit school was SMK. They were closed for several days, which I will ask the state for a waiver. If the waiver is approved, those schools' days do not need to be made up later in the year.

BSSD will have a hearing with the state for our 2nd appeal on the amount the state is funding the new build for the Stebbins school in regard to the FY27 CPI list. The hearing will be held on Feb. 4th.

Other Business

The principal's bargaining unit has received the first acceptance for bargaining. A vote to see if it will be fully approved.

The teacher's bargaining unit will also begin negotiations. We will be looking at a 3-year contract.



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Craig Courbron, Principal craig.courbron@sva.bssd.org

Advisory Education Committee (AEC)

Tuesday, December 10, 2025 at 11:00 A.M.

- Call to Order
- Roll Call: **Craig Courbron, Gaetano Brancaleone III, Muffy Iya, Ida Kava, Brianne Gologergen, Mark Miklahook.**
- Approve Minutes from Previous Meeting
- Approve Agenda
- Principal's Report: **Craig Courbron**
- Counselor's Report: **Absent**
- Youth Leader's Report: **Ayden Wickman is still building our student government program and trying to get students involved. So no youth leader yet.**
- Organizations: **Clinic discussed student access to pills in relation to suicide. She wants the school to work with Norton Sound to deliver messages to students about the dangers of pills and to parents about pill bottle safety. She also mentioned that city and IRA should work harder to get the drugs out of town. She believes that kids need a place to go at night, like a youth center, to help with mental health. Sleep and mental health were also discussed.**
- Public Comments (three minutes unless more granted by the AEC chairperson): **Muffy gave updates from the RSB on new appointees, Artificial Intelligence, mascot change, and NANA food service.**
- Correspondence
- Old Business
 - a. Copies of student handbook for AEC members: **Copies were given to interested members.**
 - b. Copies of yearly goals for AEC members: **Copies were given to interested members.**
- New Business
 - a. Budget cuts: **There was a discussion of how the budget cuts have impacted Savoonga in terms of student achievement, student activities, and staffing.**
 - b. Spring break change: **March 9-13 instead of March 16-20.**
 - c. Eligibility checks: **No sports teams are likely if grades/attendance do not improve. That would adversely impact the mental and physical health of the students.**
- Date for Next Meeting. **January 14, 2025.**
- Adjourn

In Attendance:

We Believe That Every Student Can Succeed!



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Craig Courbron

Gaetano Brancalone III

Muffy Iya

Ida Kava

Brianne Gologergen

Mark Miklahook

We Believe That Every Student Can Succeed!

A.E.C. Meeting Minutes
12/09/25/4:30PM/GAM Schools Library

1. Call to order: Yuka @ 4:44pm
2. Opening Prayer: Prayer read by Lucy Apatiki
3. Roll call: Kim Antoghome, Yuka Ungwiluk, Lucy Apatiki,
Melainie Campbell

Absent: Sarah Campbell,
4. Approval of Agenda: Yuka moves to add middle school basketball topic to the agenda (4c). Lucy motions to approve, seconded by Kim, motion carried.
 - a. Recognition for Aaron Yupi Iworrihan, years of service
 - A. Community recognition TBD, possibly springtime or graduation.
 - b. Welcoming New School Board Member William Wiyu Parks
 - A. Yuka mentions school board member reports are welcomed during AEC meetings.
 - c. Discussion of Middle School Basketball Program

A. Yuka mentioned student feedback about coaching concerns. Jan confirms Bob Swearingen has withdrawn. Melainie Campbell noted feeling frustrated about fundraising issues and coaching issues. Jan noted that fundraising has started. Alex Roberts noted policies about discussing personnel issues. Formal introduction of Alex Roberts to the meeting occurred. Wiyu noted that he is open to discussion of his employment. Melainie requested clarification on concerns regarding why personnel cannot be discussed. Jan clarified that he cannot discuss. NVG representative Jill Campbell noted Wiyu's history of being the middle school coach and noted community support. Jill noted concerns of mental health concerns that can occur without middle school basketball activities. Jill noted the importance of putting students first. Sharon Campbell noted Wiyu stepping up to middle school coach last academic year. Sharon noted the need to have 10 practices to play officially, which brought up the concern of the ability to play future games. Melainie noted communication concerns. Wiyu noted previous attempt for a meeting to discuss concerns, followed by further concern from Melainie. Melainie calling for need for clarification and not wanting to elevate concerns to local organizations. Wiyu noted to

being the only applicant for the middle school coaching position and further researching for the position. Wiyu noted student feedback about who the coach is. Wiyu concerned about bias in decision process. Jan noted concerns. Kim noted AEC interviewing candidates of positions based on previous years of service. Kim noted not seeing or hearing about Wiyu's application. Jan noted that extra-duty contracts are not decided by AEC. Alex noted that AEC does not have decision power according to bylaws. Alex noted appreciating the community passion. Alex noted the need for Jan and Wiyu to meet privately to discuss these concerns. Kim noted that the regional school board hires certified teachers and helps with local applicants (paras). Alex noted that Tammy Dodd is the only employee that the regional school board members have firing/hiring power for. Yuka asked clarification about Jan discussing the reasoning for not being chosen. Alex noted that a 1-on-1 discussion needs to occur legally. Jill noted lack of disciplinary action or other concerns in terms of Wiyu. Lucy requested clarification on a 1-on-1 discussion between Wiyu and Jan. Jan noted he will set up a meeting in the future with Wiyu. Sharon noted not having this issue with filling a coach position in the past. Melainie hoping

for this issue to be resolved. Student Marlene Annogiuk spoke to student support of Wiyu and student perception of administration.

5. Approval of Minutes : November 5th, 2025 Minutes: Melainie reads minutes.

Note for Clement not Clements. Some comma concerns that Jan will edit.

Melainie motions to approve, seconded by Kim, motion carried.

6. Public comments:

a. 3 minutes each for anyone signed in:

A. Nick Riddick mentioned that the student council has been taking on different roles. Journalists have come to Gambell to work with high school students on possible future careers and stories. This comes with more possible opportunities in the future.

B. Courtland Pannebaker noted that school staff have been working on dance for the Christmas program.

C. Melainie noted concern about disciplinary action about vaping. Jan noted a more therapeutic approach. Zach Check noted several interventions being done through the counseling office (gum, mints, counseling services, referrals to NSHC nicotine prevention program).

D. Lucy noted that the previous meeting did not have as many individuals in attendance. Request for introductions.

E. Yuka noted the language conference associated with the language group to take place November 11th @ 4:30. Food will be provided.

b. AEC members listen

7. Board Member's Report: Wiyu Parks attended the last meeting (about 30 minutes). Nothing further to report. Waiting on Kathy Commack on next steps. Wiyu expressed his gratitude to the group. Will report further next meeting.

8. Principal's Report:

a. Halloween Carnival resolution: We were able to locate all holders of extra tickets and are in the process of ordering them additional prizes.

We hope to have this taken care of sometime after the break depending on shipping.

b. Overview of ATSI/CSI (definitions Additional Targeted School

Improvement/Comprehensive School Improvement - \$25K) designation: Graduation rate, Testing, 3rd-Grade, Attendance

c. Set up of School Improvement Planning Team: Anyone interested please contact me here at school or see me after this meeting, we need community leaders, teachers and staff representatives, tribal coordinators, we will have to meet regularly and discussions will focus exclusively on the areas where Gambell Schools need support.

9. Items for next meeting's agenda: Nothing mentioned at time of meeting.
10. Time and Place of next meeting: January 14th @ 4:30pm
11. Adjournment: Motion for adjournment by Melainie, seconded by Kim,
motion carried. Meeting adjourned at 6:13pm

Unalakleet Schools AEC Meeting

December 2, 2025

Call Meeting to Order: 6:34PM by Sheri Ivanoff.

Roll Call: Present AEC Members: Sheri Ivanoff, Louisa Albright, Emily Roberts, and Matt Roesch. Kelsi Ivanoff is excused.

Approval of Agenda: Louisa moved to approve. Emily seconded.

Minutes: Louisa moved to approve the November minutes with corrected date, name spelling, and principal title. Emily seconded.

Student Council Report: None.

Assistant Principal / Activities Report; Rayna Halverson, Assistant Principal

- Volleyball
 - Ended season at Regionals with a 4th place finish. Ourea Busk and Joshie Smith were named All-Tournament Team.
 - Much appreciation to Coaches Nick and Jewel.
- Wrestling
 - Wolfpack had a great showing in Kotzebue, 2nd place out of 16 teams, securing multiple 1st-3rd place individual finishes.
 - Regionals in Barrow Dec. 11, followed by state Dec. 18.
- HS Basketball begins Dec. 3;
 - Elementary and MS B-ball clinic Dec 5 & 6.
 - Elementary grades 3-5; MS grades 6-8;
- Winter Music Concerts
 - MS/HS Dec. 8, 7pm;
 - Elementary Dec. 9, 7pm;
- Battle of the Books ongoing practices;
- Science Fair projects and schedule being organized. Unk Science Fair Feb. 13;
- Anti-bullying pep rally on Thursday;

Principal Report: Kris, Assistant Principal.

- Anti-bullying campaign is currently underway. This is a main goal related to school climate;
 - Today, students watched anti-bullying videos, had small- and large-group discussions;
 - Thursday's pep assembly will reinforce the anti-bullying messages;
 - School purchased anti-bullying t-shirts for all students;
 - Extra-curricular activities will also reinforce anti-bullying messages;

- First Catch potluck, Anglani Friday, basketball clinic, sports, etc.
- January 6 will be a school-wide student inservice about anti-bullying, aimed at building community, reinforcing support and messages, and kick off the remaining anti-bullying lessons;
- Maintenance department messaged Unk Schools is reducing hours due to budget concerns. District staff will do a school walk-through to check facilities for needs. Unk staff met with a plan for projects currently underway or in the planning stages (flooring, upgrades, etc.).
- Principals requested more budget info for the coming school year. They currently do not have a good idea regarding any further cuts—vacancies, reduction in staff positions/hours, etc. Kris is hoping to get information ASAP so that any major changes are not left until April so that admin has to scramble to cover positions and needs.
- Kevin Busk administered the DMV driver's permit at Unalakleet Schools last week;
 - Some students will have the opportunity to attend NACTEC in May and take the driving test to get their driver's license;
 - Also worked with Trace regarding CTE needs;
 - Working on getting Trace certification so that he can certified students;
 - Small engines class going to work on Ms. Moores' donated four-wheeler. Additionally, class received donations from the AK State Troopers of abandoned/confiscated equipment. Class is working on fixing up machines in order to sell them to raise more funds for more projects;
- Wood shop recently cleaned up, classes have full use of the facility;
- Louisa asked if the school reached out to the community requesting additional support to help the community further support the campaign. Admin has not. Currently they are in the early stages, which involves meeting with students to get a better idea of the bullying situation, introducing the curriculum, etc.
 - Looking at building the program around four particular areas, potentially having 1-2 days/month where school can address these needs. Community will be invited in later in the year, and mostly during events such as literacy night, Anglani Friday, potluck, etc.
 - AEC discussed the various approaches and levels of bullying. Admin is learning alongside students and parents what bullying might look like at the various grade levels and peer groups;
- Emily asked if there is a plan to replace outgoing teachers in FY27. Kris responded that Unk Schools does not yet know if the positions will be filled, reduced, or removed.

Old Business:

- Student Activity
- Title 1 money;
 - Literacy nights, music conference and instruments, ceramics order (pottery);

New Business:

- New Student Report Card

- AEC reviewed a sample elementary report card (K-3). Instead of traditional grades for Math, ELA, etc. New report cards breakdown ELA into six main sections, and each of these has up to four subsections.
- Sheri asked who benefits from this type of report card? She understands that there is a lot of good information here, and in particular, with her own child, it helps her see what areas of reading her daughter needs closer attention to.
- Emily asked if there are any plans for further professional development for the teachers. Admin are currently creating their own PD. Teachers with experience grading this style will lead some training sessions.
- Matt emphasized that with his three children, he most appreciated the elementary teachers who gave specific anecdotes regarding his children in all school areas—academic, social emotional, and others. He asked if this grading system adds a noticeable amount of additional work that takes away from the teachers' time/focus with kids.

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Public Comments:

- None

Good of the Order:

- Sheri mentioned that she put her name in for the empty BSSD Board of Education seat for Unalakleet, Shaktoolik, Koyuk. The board meets tomorrow to interview the candidates and fill the seat. She shared with us her answers to the questions the BSSD Board asked of the 4 candidates for the open seat. She emphasized that prioritizes growing our own teachers. She also mentioned reading support for our students. Sheri believes the district should move away from the terms bilingual/bicultural and instead use/integrate the terms Iñupiaq/Yup'ik. The entire AEC wished Sheri all the best and their hopes she is selected to the board.

Establishment of Next Meeting: January 13, 6:30pm.

Adjournment: Louisa moved to adjourn, Emily seconded the motion. Adjourned 8:10pm.

Teller AEC meeting minutes 12/15/2025

The meeting covered various school operations and updates. Key points included the approval of the agenda, community concerns, and action steps from the last meeting. Specific issues discussed were gym maintenance, international teacher visas, and the need for daily shop cleaning. Athletics updates highlighted basketball practice changes, a fundraiser, and upcoming tournaments. Student presentations were noted, including Kymani's positive feedback and a maintenance issue in the boys' bathroom. Upcoming events were scheduled, such as the fishing derby, holiday programs, and family literacy night. The next meeting was tentatively set for January 9th.

Attendance: Cora Ablowaluk, Dolly Kugzruk, Nic Topkok, Kiara Okleasik, Tara Lockwood, Krista Kugzruk, Reid Jackowick

Action Items

- Remind all international teachers to renew their professional licenses before June 30, 2026 so visa processing is smoother
- Manage and run proximity learning sessions for high school math starting on January 5 (principal cover the first couple of weeks as facilitator)
- Procure volleyball regionals equipment (nets) and acquire a cart and flags needed for hosting next year
- Send or finalize the letter to the two individuals regarding the December 13 school incident and activities held in the school
- Provide copies of the fishing derby flyer to meeting members or community upon request (distribute flyer copies)
- Follow up to get the district/board member information and public meeting schedule updated online (provide the board member list and request website update)
- Coordinate or request daily cleaning and tool put-away in the shop (implement daily clean-up/mopping and secure tools to reduce safety hazards)
- Create a Google form (and paper copies if needed) to collect votes on Title One funding priorities and run the vote prior to the end of February

Outline

School meeting norms and agenda items.

- Reid leads meeting, reviews agenda items and action steps.

School activities, including a basketball game and Christmas festivities.

- Nic discusses school events and issues, including fans and bleachers in the gym.

Maintenance and holiday planning for a meeting.

- Dolly discusses maintenance, holiday hoops, and board members

School issues, student presentations, and teacher feedback.

- Dolly praises student presentations, particularly Kimani's, and mentions improvements in school facilities.

Cleaning and safety in a school setting.

- Cora and Dolly expresses concern about cleanliness in a carving shop and suggests daily cleaning to prevent safety hazards.

Basketball tournament fundraiser, new warm-ups, and middle school players.

- Reid discusses fundraisers for basketball tournaments and new warm-ups.

Fundraising for sports equipment and events.

- Middle school and high school students fundraise for a camp and athletic equipment.

School events, policies, and staff updates.

- Reid discusses upcoming events and activities at school, including Proximity Learning and a holiday card making theme.

Attendance figures, including differences between last year and this year.

- Reid discusses attendance figures, highlighting a significant decrease in kindergarten attendance and an increase in middle and high school.

School events, funding, and student activities.

- Reid discusses upcoming events: lunch trays, funding, holiday program, fishing derby, and more.
- Reid mentions specific dates and times for events, including December 18 holiday program, December 19 fishing derby, and January 9 end of quarter celebration.

Valentine's Day, Pi Day, and Easter plans.

- Reid discusses upcoming holidays and school events.

Hiring a maintenance worker, substitutes, driver's license, and school safety.

- Nic discusses potential solutions for school district staffing issues.

Scheduling a meeting, including dates and times.

- Reid discusses scheduling conflicts for a meeting, including dates and times for the next AEC meeting.

Adjourned



Martin L. Olson School

P.O. Box 62040
Golovin, Alaska 99762

Telephone: (907) 779-3021
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Principal Rey Gomez

**Golovin AEC
Meeting Agenda
6:30 PM, Monday, Dec. 1, 2025, Library**

1. Call to Order- Sierra Smyth called to order at 6:33p.
2. Roll Call- Present were Sierra, Ruth, Heidi. Maria and Brenda were excused. Also at the meeting were Keira Smyth, Maggie Olson, Elise Olson and Dawn Hellman.
3. Approve Minutes from previous meeting- Ruth moved to approve with two noted corrections, second by Heidi.
4. Approve Agenda- Ruth moved to approve with one deletion, Heidi second.
5. Public Comments- none
6. Principal's Report
 - a. Enrollment report- Down to 40 students.
 - b. Attendance- 87.79% all due to illness.
 - c. Extracurricular Activities- Volleyball team heads out to state tomorrow (12/2) with scheduled 10:55a and 12:15p departures. Middle of the year testing will be this week. Sheri E. is our testing coordinator. ANSEP applications are being accepted thru 1/9/26, selected student will travel Feb 22-28. All science fair materials have arrived. Battle of the Books is practicing 3x a week during intervention. NACTEC has been rescheduled for the week of Dec. 15. The school Christmas program is Dec. 17.
 - d. Testing- just discussed
 - e. ASAA Mix Six State Volleyball Travel- just discussed
 - f. Celebrations- Rey celebrates Volleyball going to State, the Thanksgiving dinner was a success, EdRising is happening with Greg working with the scholars, AcaDeca will have more than one scrimmage this year, EcoSystem Day in Sheri's class had a standing room only audience and students did very well. Rey's students visited with Irene at the Golovin Native Corp office, fundraising earned \$418 per student for State trip. And he celebrates all the community support, not just for fundraising but for
7. Counselor's Report- James is on travel status but he has met with the Sr's working on setting up their MyCache as well as ensuring they have professional sounding emails.
8. Youth Leaders Report- Keira says the prom theme is Disney and that there's talk of having a Valentine's Day dance or a prom, suggestions were made to have both and that will be discussed at the next YL meeting.

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AEC Members: Chair: Sierra Smyth, Vice-Chair: Ruth Peterson, Secretary: Heidi Varga, Members: Maria Dexter and Brenda Henry

9. Organizations*- The children have been practicing for their Christmas Day performance at church. The City will be doing the candy bags this year, and the Tribe should be hosting their Christmas games.

10. Correspondence- none

11. New Business-

1. School Board Update- they are having a meeting this week.
2. Fundraising and Travel donations- saying thank you
3. Basketball- Boys coach is Robert Jr and girls coach is Isaac. Little dribblers was brought up, no coach yet. Asked to get word out earlier so more teams may attend.
4. Christmas- School program Dec 17, have not heard back from Toys for Tots and it maybe only available to children 14 years and younger. Holiday break begins 12/19, with only a half day, students return 1/5
5. Other Celebrations- Rey ordered a plaque and slippers for the retiree, hoping to present during the Christmas program
6. Thanksgiving- previously discussed
7. Christmas- Rey put in for Toy for Tots and also plan a door decorating contest.
8. Other celebrations- Chon P will be retiring 12/31.

12. Old Business- None

13. AEC Member Comments- Ruth asks the parents at the meeting if they had comments or concerns. Clarabelle and Annette addressed the bullying that occurred on the Shaktoolik trip. It was offered to have a letter drafted to the school board, referencing ASAA's code of conduct. Annette also asked (at some time during the meeting) about graduation decorations, Rey stated that Sheri and Joann have been working on those and that he ordered more Christmas decorations.

14. Date for next meeting- Monday, December 1, 2025.

15. Adjourn- Ruth moved and Heidi second, Sierra adjourned at 8:08p.

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AEC Members: Chair: Sierra Smyth, Vice-Chair: Ruth Peterson, Secretary: Heidi Varga, Members: Maria Dexter and Brenda Henry



Koyuk Malimiut School
P.O. Box 53009
Koyuk, Alaska 99753

A.E.C. Minutes

December 9, 2025

1. Call to Order
2. Roll Call
 - Carolyn Dewey
 - Dawn Flynn
 - Ally Jackson
 - Lola Hannon
 - Morris Nassuk (out of town)
3. Approval of Agenda
4. Approval of Minutes
5. Principal Report
 - a. Hosted the Regional Volleyball Tournament Nov 19 – 22
 - b. Provided use of facilities for the Community Thanksgiving Feast
 - c. Began Winter Benchmark tests today – Thursday with make-up tests on Friday.
 - d. Received a \$3000 Discretionary Award from NSEDC which will be used to update our sound system and purchase a wireless microphone – Thank you Mr. Swanson for helping the school get this award.
 - e. Kevin Busk certified several HS students in Hunter Ed
 - f. Holiday Door Decorating Contest – Dec 11
 - g. December 18 – Holiday Program @ 7 PM
 - h. December 19 – Classroom Holiday parties
 - i. Winter break from Dec 22 – Jan 2
6. Items for Advisory Education Committee Consideration
 - a. Old Business – Uniform Inventory, Committees – prom, cultural activities, Credit Recovery Program
 - b. New Business- IRA Holiday Program, Cupid dance – February – Valentine’s Day
 - c. AEC Comments –
7. Public comments – Regalia for teachers for graduation, Board – Native Dress, Community BB Tournament
8. Items for next meeting’s agenda
9. Adjournment – Time and Place of next meeting – January 13 @ 7 PM



**Shaktoolik Advisory Education Committee
Agenda
December 16th, 2025
3:30 pm School Science Room**

1) Meeting Called to Order

2) Roll Call:

Lynda Bekoalok Here

Levi Cross

Arlene Sookiayak. Here

Edna Savetilik

Betty Jackson. Here

3) Oath of Office Done

4) Election of Officers Tabled

5) Principal Report

a. Basketball Tournament

b. Testing Finished/Data

c. New Teachers

d. New AEC Members

6) AEC Comments Post meeting a week in advance. Letter to the school board about losing teaching position.

7) Next Meeting. January 6th 7:00 pm.

