

Regular Meeting  
Tuesday, October 14, 2025 4:00 PM Alaskan

Zoom  
P.O. Box 90  
McGrath, Alaska 99627

Kathy Chase: Present  
Alice Dale: Present  
Rudy Hamilton: Absent  
Doug Heath: Present  
Ann Short: Absent  
Robert Walker: Absent  
Kim Wortman: Present

Present: 4, Absent: 3.

Ann Short: Present

Present: 5, Absent: 2.

Rudy Hamilton: Present

Present: 6, Absent: 1.

- I. Call to Order
- II. Roll Call
- III. Mission Statement
- IV. Introduction of Guests
- V. Director Reports
- VI. Site Reports
- VII. Recognition and Awards
- VIII. Communications to the Board
  - VIII.A. Sonta Roach - GASH Tribal Consortia "Dena Sraqay/Tsaqay"
- IX. Public Comment
- X. Approval of Agenda
  - X.A. Agenda Modification
- XI. Approval of Consent Agenda Items
- XII. Old Business
- XIII. New Business
  - XIII.A. 26-08 AASB Annual Meeting in Anchorage
  - XIII.B. 26-09 Sept 9 Regular Board Meeting Minutes
  - XIII.C. 26-10 Reproductive Health
  - XIII.D. 26-11 BP 3300, BP 3311 & BP 3312 Expenditures/Expending Authority
  - XIII.E. 26-12 Classified Handbook
- XIV. Discussion Agenda
  - XIV.A. 26-08 AASB Annual Conference in Anchorage
  - XIV.B. Potential Election Results
  - XIV.C. 26-10 Reproductive health.
- XV. Final Items
  - XV.A. Future Agenda Items

XV.B. Next Regular BOE Meeting: November 11, 2025

XV.C. Board Comments

XVI. Adjournment



Michelle McGovern  
Curriculum Support Director  
Iditarod School District  
michellemcgovern@iditarodsd.org

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## Overview

Teachers spent September testing students to see where they are academically. This information will help place students in the right support programs and guide classroom instruction. I also collected classroom schedules to make sure students are getting enough time in each subject to learn what they need. These steps give teachers a clear starting point and ensure students have the best chance to grow throughout the school year.

## Site Visits

During September and October, I completed my first-quarter site visits. I spent a week in Takotna supporting MAP testing and working with teachers on curriculum and scheduling. I then traveled for two weeks to McGrath and the GASH sites, where I met with teachers to discuss curriculum, intervention needs, and scheduling. These visits allowed me to provide direct support to teachers, ensure consistency across classrooms, and help create schedules and interventions that give students the best opportunity to succeed.

## Testing

The state testing window closed on September 26th, and we are now preparing to implement student IRIPs (Individual Reading Improvement Plans). These plans target students who are significantly below grade level in reading. Teachers will select appropriate interventions, coordinate home supports, and meet with parents to review each plan. In addition, a diagnostic test will be given to pinpoint the specific reading skills that need the most attention.

## CLSD Grant

We have finalized the CLSD grant budget and are moving forward with professional development for both leaders and teachers. New reading intervention materials have been purchased for middle and high school students. We have also purchased Amplify Tutoring for elementary. We are also preparing for our first Literacy Night. Additionally, a survey has been sent to all teachers and staff involved with the grant as part of the evaluation process.



Kyle Schneider  
Registrar  
Iditarod School District  
kyleschneider@iditarodsd.org

**Fall OASIS (Count Period)**

The State of Alaska used the period from September 29th through October 24th (20 school days) to determine state funding for schools based upon their enrollment during those dates. Principal/Teachers, the iDLC team, the Special Education Director, and Registrar all work together to ensure that enrollment data is accurate for this count. In addition to enrollment over the 20 days, whether students are enrolled in special education (and the intensity of their needs) on specific dates during the count window factor into the funding provided to the district.

Reports need to be submitted to the Alaska Department of Education & Early Development (EED) by the end of the day on November 7th, 2025.

In addition, districts need to submit projections for the number of students they expect to be enrolled during the next school year.

Preliminary numbers are as follows with 13 intensive Special Education students.

<b>School</b>	<b>Total Enrollment</b>
<b>Blackwell School (210010)</b>	10
<b>David Louis Memorial School (210120)</b>	40.15
<b>Distance Learning/Corresp. Ctr. (218010)</b>	96.25
<b>Innoko River School (210090)</b>	27.1
<b>Jeffery A. Bader Memorial School (210030)</b>	18.5
<b>McGrath School (210060)</b>	22.5
<b>Takotna Community School (210050)</b>	11
<b>Top of the Kuskokwim School (210080)</b>	14
<b>Total In-Person Students</b>	<b>143.25</b>
<b>Total Correspondence Students</b>	<b>96.25</b>

**Report Cards:**

With the end of Quarter 1 on October 10th, work has started with teachers to produce Quarter 1 report cards. Report cards should be finalized and sent home for all schools by October 24<sup>th</sup>.

**Suspension Review**

With the end of the first quarter, all suspensions records for the year were reviewed and information has been provided to Principal/Teachers about any necessary corrections.



Name  
Title/Site  
Iditarod School District

Email

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From: Casey McCarty  
Date: October 2025  
Subject: Board Report

### **Special Education Department Update**

The Special Education Department is actively scheduling re-evaluations for a number of students across multiple schools.

- Beth has recently visited Grayling, where she screened several students identified by teachers as having potential learning/speech concerns. In addition, she is providing ongoing support to both teachers and paraprofessionals.
- Mikki continues to conduct hearing and vision screenings in all schools, with the goal of completing this important work within the first semester. She is also providing consistent support to staff in Holy Cross.

Another major focus this fall is the OASIS count, which records the total student population and is used for state reporting purposes. At the conclusion of the count period, all information regarding students with Individualized Education Programs (IEPs) must be documented and submitted to the State. This is a critical process to ensure compliance and accurate tracking of student services throughout the district.

Thank You,

Casey McCarty, IASD Special Education Director



Chris Romine  
Technology Director  
Iditarod School District  
cromine@iditarodsd.org

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## October 2025 Technology Report

IT spent a few days out in Anvik this month to restore the network that had been removed to accommodate the construction project this summer. When we arrived the construction crew was working on power panels and finishing the electrical site of the installation. When power was restored I was able to get full wireless back to the property and remove many years of older cabling that was no longer required in the office. All devices are back online and the network now covers the full property.

Initial NWEA testing has been completed and we ran into very few technical issues this year. We did have a network outage in McGrath that delayed testing one day, but that has been rectified.

New copiers have been installed at the district office and the McGrath School. Our older copiers were having difficulties using modern email and other protocols as they were no longer being updated by the manufacturers. The new units are now working properly and are able to perform with the many new online security features that are being implemented by Google and other vendors.

New laptops have been distributed to HS students and new staff. We were able to get an update for this hardware over the summer with some grant funds. Our next update will need to be with middle school and elementary devices as those are now getting to be 4 years since an update and they will begin to have issues with testing software starting likely next year.

Thank you so much for your time. Please feel free to let me know if you have any questions.

Chris Romine  
IASD Technology  
cromine@iditarodsd.org



Chris Romine  
Technology Director  
Iditarod School District  
[cromine@iditarodsd.org](mailto:cromine@iditarodsd.org)

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Texas Gail Raymond  
Director of Academics  
Iditarod Area School District  
texasgailraymond@iditarodsd.org

To: Alice Dale, Chairman  
Members of the School Board

Through: John Bruce

From: Texas Gail Raymond

Date: October 6, 2025

Subject:

Fall 2025 MAP Testing/mCLASS TestingThe Fall 2025 MAP (Measure of Academic Progress) testing is complete. MAP results are a necessary component of making data-informed decisions for students, families, teachers, administrators, district leadership, and policy makers:

- For our students and families, assessment results can help determine strengths and challenges, and how to utilize both to continue academic growth.
- For our teachers and school administrators, assessment results can help evaluate progress, find areas for improvement, and focus on what students need most.
- For our policymakers and district leadership, assessment results can ensure resources are allocated to the most vital areas of need.

Attached are the IASD district-wide MAP achievement scores, broken down by content districtwide.

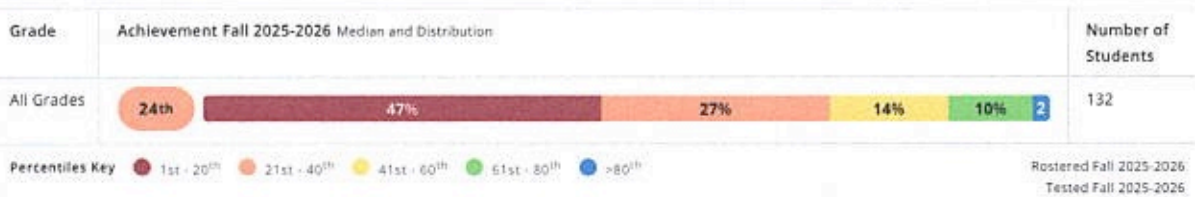
The mCLASS/Dibels 8 results are also attached. mCLASS/DIBELS 8th Edition is a K-3 early literacy assessment that uses a digital platform to conduct benchmark screenings and progress monitoring three times a year. It assesses foundational literacy skills like phonemic awareness, decoding, and oral reading fluency to identify students needing intervention and inform instructional decisions. DIBELS 8th Edition is a product of decades of research, and mCLASS provides the digital interface for its administration and data analysis.

# Iditarod Area School District

District Profile

## Achievement Overview

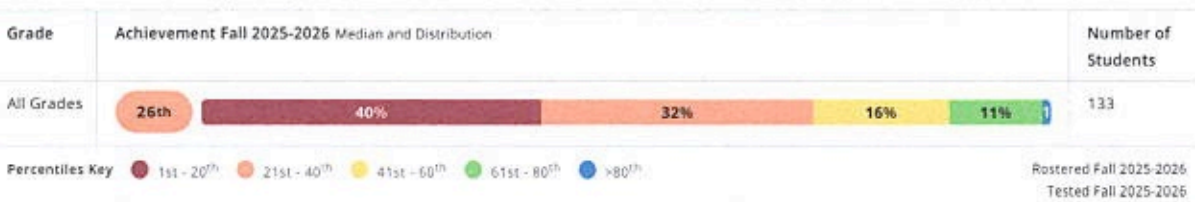
Iditarod Area School District | Math K-12



District Profile

## Achievement Overview

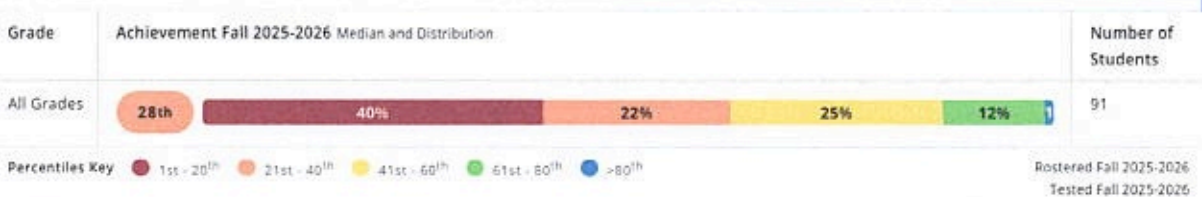
Iditarod Area School District | Reading



District Profile

## Achievement Overview

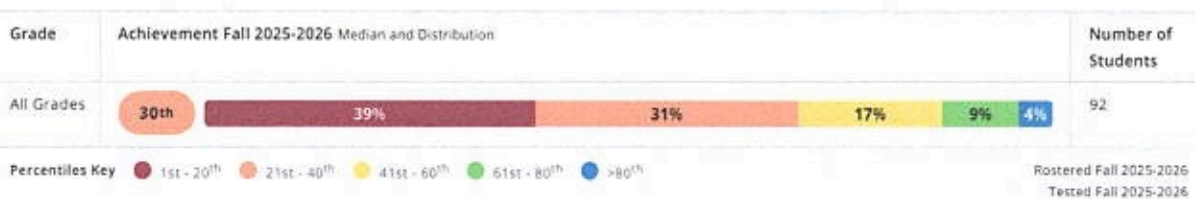
Iditarod Area School District | Language Usage



District Profile

## Achievement Overview

Iditarod Area School District | Science K-12



ASSESSMENT

DIBELS 8th Edition

REPORTING PERIOD


2025-2026: BOY

POPULATION



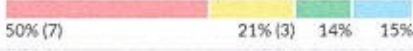



Iditarod Area School,  
All schools,  
6 grades

Benchmark performance

Well below Below At Above

Population	Measure	Levels	Students
Iditarod Area School	Composite Score	BOY	74
			

View: By grade

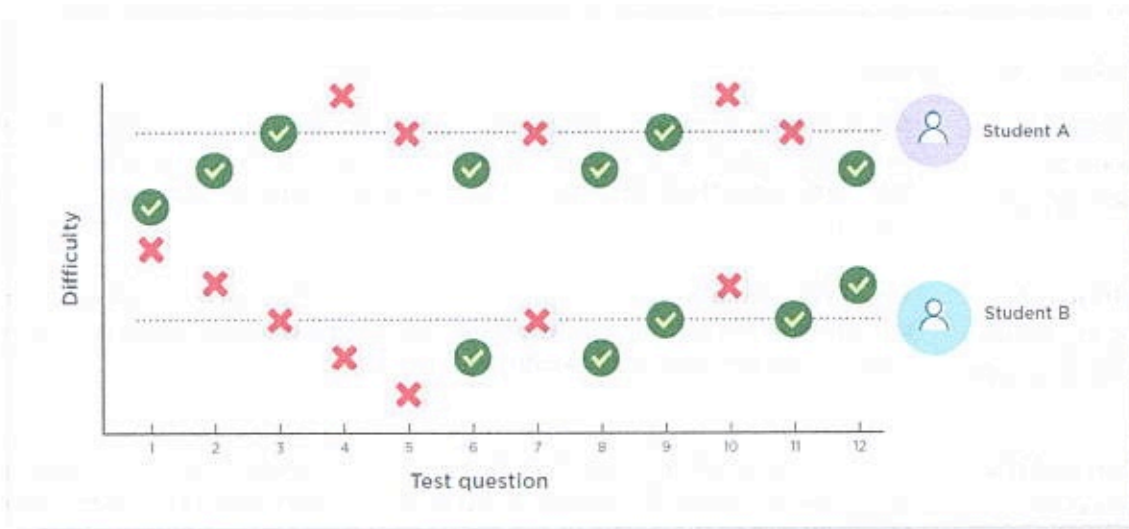
Population	Measure	Levels	Students
Grade K	Composite Score	BOY	14
			
Grade 1	Composite Score	BOY	11
			
Grade 2	Composite Score	BOY	14
			
Grade 3	Composite Score	BOY	16
			
Grade 4	Composite Score	BOY	8
			
Grade 5	Composite Score	BOY	11
			

# A family guide to MAP Growth

You see a bright future for your child. So do we. It's why our assessments measure what students know and how they are growing academically— to help teachers maximize every learner's potential. MAP Growth is trusted by thousands of schools and districts to support 13+ million students across the United States and around the world.

## How it works

The computer-adaptive MAP Growth assessment responds to every student individually. If a student answers a test question correctly, a harder question is provided. If a student answers a test question incorrectly, an easier test question is provided. Students demonstrate what they know, and teachers see specific areas where their individual classes may need more support.



## What it measures

MAP Growth uses a Rasch unit (RIT) scale to accurately measure what students know, regardless of their grade level. It also measures growth over time, allowing you to track your child's progress throughout the school year and across multiple years. Once your child completes a MAP Growth test, they receive a RIT score.

"MAP Growth is important because it allows my teacher and me to see how much I know and my percentile growth. In math, my score used to be 227 (72nd percentile), but it is now 240 (90th percentile). I didn't know I was capable of so much growth, but in the end I was."

**Kayla, 6th grade**  
Santa Ana, CA





Lisa Pearce  
Business Manager  
Iditarod School District  
lisapearce@iditarodsd.org

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Date: October 6, 2025  
To: IASD Board of Education  
Through: John Bruce, Superintendent  
Re: Monthly Financial Report

The statement of activities through September 30, 2025 is included in this report for all funds with activity in this fiscal year beginning July 1, 2025.

FY2025 audit field work occurred during the week of September 29 - October 3. We were unable to complete all items required to complete the audit during the allotted week. During the week's exit interview it was noted that, similar to last year, ARC staff would work on IASD's review and financial statement draft as time will allow considering their other seasonal obligations. You may recall last year that the initial November 15 deadline was not met to submit the audit report to the Alaska Department of Education and Early Development. That is a likely scenario again this year. ARC was able to complete our FY24 financial statements before the process of December's Foundation payment. We are hopeful that will be the case again this year.

Additionally there will likely be a delay past the November 15th deadline due to the Office of Management and Budget (OMB) having not yet released the final 2025 Compliance Supplement. Typically the federal OMB issues this guidance in late spring. The Compliance Supplement provides updated guidance for conducting audits of federal programs. Auditing firms nationwide have been advised to not issue the single audit until the OMB guidance is released. As of now it is unknown when it will be released. The federal government shutdown will not help this situation. Hopefully this will be resolved soon but it could be after 11/15. We are not alone in this debacle as this affects every public entity in the nation that receives over \$750,000 in federal funding.

Regarding the federal government shutdown, we are not feeling the effect immediately. However, we will not receive any impact aid payment during the shutdown. Typically we receive our first IA payment in November. Other direct federal programs are also on hold for drawdowns. At this point, any flow-thru funding through the AK DEED are not being affected. This includes Title IA, CLSD, Title VIb and a number of other programs we rely on. Cashflow will be fine for a few months, but we will be waiting anxiously for resolution to the federal government's shutdown.

**Iditarod Area School District**

**Account Level Operating Statement For the Period 07/01/2025 through 09/30/2025**

Fiscal Year: 2025-2026

	<u>07/01/2025 - 09/30/2025</u>	<u>Budget</u>	<u>Budget Balance</u>			
100.001.400.000.365	TRS Expense	\$0.00	\$0.00	\$1,758.40	\$1,758.40	0.0%
100.001.400.000.433	Tele-communication	\$172.80	\$172.80	\$2,533.03	\$2,360.23	6.8%
100.001.450.000.450	Supplies/Materials/Media	\$0.00	\$0.00	\$69.28	\$69.28	0.0%
100.001.600.000.320	Non-Certified Salaries	\$1,037.01	\$1,037.01	\$18,800.00	\$17,762.99	5.5%
100.001.600.000.359	ER-PERS On-Behalf Expense	\$0.00	\$0.00	\$894.88	\$894.88	0.0%
100.001.600.000.362	Unemployment Expense	\$10.30	\$10.30	\$168.00	\$177.70	5.5%
100.001.600.000.363	Workers Comp Expense	\$62.95	\$62.95	\$188.00	\$125.05	33.5%
100.001.600.000.364	FICA Expense	\$79.33	\$79.33	\$1,438.20	\$1,358.87	5.5%
100.001.600.000.366	PERS Expense	\$18.75	\$18.75	\$4,136.00	\$4,117.25	0.5%
100.001.600.000.436	Electricity	\$4,693.03	\$4,693.03	\$58,046.82	\$53,353.59	8.1%
100.001.600.000.438	Heating Oil	\$0.00	\$0.00	\$23,553.98	\$23,553.98	0.0%
100.001.600.000.440	Other Purchase Services	\$0.00	\$0.00	\$4,635.00	\$4,635.00	0.0%
100.001.600.000.452	Maintenance & Construction	\$1,070.00	\$1,070.00	\$300.38	(\$769.62)	358.2%
100.001.600.000.453	Janitorial Supplies	\$0.00	\$0.00	\$4,017.66	\$4,017.66	0.0%
100.001.600.000.458	Vehicle Gas & Oil	\$0.00	\$0.00	\$496.13	\$496.13	0.0%
100.001.700.000.425	Student Travel	\$0.00	\$0.00	\$2,075.47	\$2,075.47	0.0%
100.002.100.000.310	Certified Salaries	\$82,587.15	\$82,587.15	\$313,172.00	\$230,584.85	26.4%
100.002.100.000.320	Non-Certified Salaries	\$0.00	\$0.00	\$21,714.00	\$21,714.00	0.0%
100.002.100.000.358	ER-TRS On-Behalf Expense	\$0.00	\$0.00	\$50,201.47	\$50,201.47	0.0%
100.002.100.000.359	ER-PERS On-Behalf Expense	\$0.00	\$0.00	\$1,033.59	\$1,033.59	0.0%
100.002.100.000.361	Insurance Life & Health	\$22,614.88	\$22,614.88	\$0.00	(\$22,614.88)	0.0%
100.002.100.000.362	Unemployment Expense	\$822.24	\$822.24	\$3,348.86	\$2,526.62	24.6%
100.002.100.000.363	Workers Comp Expense	\$1,399.02	\$1,399.02	\$3,348.86	\$1,949.84	41.8%
100.002.100.000.364	FICA Expense	\$938.15	\$938.15	\$25,618.78	\$24,680.83	3.7%
100.002.100.000.365	TRS Expense	\$9,179.72	\$9,179.72	\$39,334.40	\$30,154.68	23.3%
100.002.100.000.366	PERS Expense	\$0.00	\$0.00	\$4,777.08	\$4,777.08	0.0%
100.002.100.000.390	Travel Stipend	\$5,400.00	\$5,400.00	\$2,640.00	(\$2,760.00)	204.5%
100.002.100.000.410	Professional & Technical Services	\$0.00	\$0.00	\$5,157.23	\$5,157.23	0.0%
100.002.100.000.420	Staff Travel	\$0.00	\$0.00	\$1,236.00	\$1,236.00	0.0%
100.002.100.000.450	Supplies/Materials/Media	\$0.00	\$0.00	\$3,296.62	\$3,296.62	0.0%
100.002.200.000.310	Certified Salaries	\$0.00	\$0.00	\$70,747.00	\$70,747.00	0.0%
100.002.200.000.320	Non-Certified Salaries	\$11,972.88	\$11,972.88	\$0.00	(\$11,972.88)	0.0%
100.002.200.000.358	ER-TRS On-Behalf Expense	\$0.00	\$0.00	\$11,340.74	\$11,340.74	0.0%
100.002.200.000.361	Insurance Life & Health	\$0.00	\$0.00	\$16,961.11	\$16,961.11	0.0%
100.002.200.000.362	Unemployment Expense	\$111.42	\$111.42	\$707.47	\$596.05	15.7%
100.002.200.000.363	Workers Comp Expense	\$190.38	\$190.38	\$707.47	\$517.09	26.9%
100.002.200.000.364	FICA Expense	\$915.91	\$915.91	\$5,412.15	\$4,496.24	16.9%
100.002.200.000.365	TRS Expense	\$0.00	\$0.00	\$8,885.82	\$8,885.82	0.0%
100.002.200.000.366	PERS Expense	\$2,290.24	\$2,290.24	\$0.00	(\$2,290.24)	0.0%
100.002.200.000.390	Travel Stipend	\$0.00	\$0.00	\$400.00	\$400.00	0.0%
100.002.200.000.420	Staff Travel	\$300.00	\$300.00	\$2,796.45	\$2,496.45	10.7%
100.002.220.000.320	Non-Certified Salaries	\$0.00	\$0.00	\$80,135.00	\$80,135.00	0.0%
100.002.220.000.359	ER-PERS On-Behalf Expense	\$0.00	\$0.00	\$3,814.43	\$3,814.43	0.0%
100.002.220.000.362	Unemployment Expense	\$0.00	\$0.00	\$801.35	\$801.35	0.0%
100.002.220.000.363	Workers Comp Expense	\$0.00	\$0.00	\$801.35	\$801.35	0.0%
100.002.220.000.364	FICA Expense	\$0.00	\$0.00	\$6,130.33	\$6,130.33	0.0%
100.002.220.000.366	PERS Expense	\$0.00	\$0.00	\$17,829.70	\$17,829.70	0.0%
100.002.220.000.420	Staff Travel	\$0.00	\$0.00	\$2,408.04	\$2,408.04	0.0%
100.002.220.000.450	Materials & Supplies	\$176.91	\$176.91	\$134.34	(\$42.57)	131.7%
100.002.350.000.450	Supplies/Materials/Media	\$0.00	\$0.00	\$2,955.61	\$2,955.61	0.0%
100.002.360.000.430	Broadband	\$150,000.00	\$150,000.00	\$203,260.10	\$53,260.10	73.8%
100.002.400.000.310	Certified Salaries	\$0.00	\$0.00	\$14,000.00	\$14,000.00	0.0%
100.002.400.000.358	ER-TRS On-Behalf Expense	\$0.00	\$0.00	\$2,244.20	\$2,244.20	0.0%
100.002.400.000.362	Unemployment Expense	\$0.00	\$0.00	\$140.00	\$140.00	0.0%
100.002.400.000.363	Workers Comp Expense	\$0.00	\$0.00	\$140.00	\$140.00	0.0%
100.002.400.000.364	FICA Expense	\$0.00	\$0.00	\$1,071.00	\$1,071.00	0.0%
100.002.400.000.365	TRS Expense	\$0.00	\$0.00	\$1,758.40	\$1,758.40	0.0%
100.002.400.000.433	Tele-communication	\$0.00	\$0.00	\$1,627.10	\$1,627.10	0.0%
100.002.450.000.320	Non-Certified Salaries	\$2,209.00	\$2,209.00	\$21,714.00	\$19,505.00	10.2%
100.002.450.000.359	ER-PERS On-Behalf Expense	\$0.00	\$0.00	\$1,033.59	\$1,033.59	0.0%
100.002.450.000.362	Unemployment Expense	\$20.32	\$20.32	\$217.14	\$196.82	9.4%
100.002.450.000.363	Workers Comp Expense	\$35.13	\$35.13	\$217.14	\$182.01	16.2%
100.002.450.000.364	FICA Expense	\$168.99	\$168.99	\$1,661.12	\$1,492.13	10.2%

# Iditarod Area School District

## Account Level Operating Statement For the Period 07/01/2025 through 09/30/2025

Fiscal Year: 2025-2026

	<u>07/01/2025 - 09/30/2025</u>	<u>Budget</u>	<u>Budget Balance</u>			
100.003.600.000.364	FICA Expense	\$331.68	\$331.68	\$1,208.09	\$876.41	27.5%
100.003.600.000.366	PERS Expense	\$0.00	\$0.00	\$3,474.24	\$3,474.24	0.0%
100.003.600.000.431	Water & Sewer	\$500.00	\$500.00	\$50,444.25	\$48,944.25	1.0%
100.003.600.000.436	Electricity	\$2,326.05	\$2,326.05	\$65,163.70	\$62,837.65	3.6%
100.003.600.000.438	Heating Oil	\$41,940.81	\$41,940.81	\$20,799.18	(\$21,142.63)	201.7%
100.003.600.000.440	Other Purchase Services	\$0.00	\$0.00	\$4,635.00	\$4,635.00	0.0%
100.003.600.000.442	Site & Building Repair & Maintenance	\$1,136.20	\$1,136.20	\$0.00	(\$1,136.20)	0.0%
100.003.600.000.452	Maintenance & Construction	\$1,134.38	\$1,134.38	\$2,199.06	\$1,064.68	51.8%
100.003.600.000.453	Janitorial Supplies	\$0.00	\$0.00	\$4,463.87	\$4,463.87	0.0%
100.003.600.000.458	Vehicle Gas & Oil	\$945.73	\$945.73	\$1,194.90	\$249.17	79.1%
100.003.600.000.479	Shipping and Freight	\$0.00	\$0.00	\$84.98	\$84.98	0.0%
100.003.700.000.425	Student Travel	\$0.00	\$0.00	\$3,584.91	\$3,584.91	0.0%
100.005.100.000.310	Certified Salaries	\$66,701.00	\$66,701.00	\$368,223.00	\$321,522.00	17.2%
100.005.100.000.320	Non-Certified Salaries	\$3,244.16	\$3,244.16	\$43,428.00	\$40,183.84	7.5%
100.005.100.000.329	Substitute/Temporary	\$1,843.45	\$1,843.45	\$0.00	(\$1,843.45)	0.0%
100.005.100.000.358	ER-TRS On-Behalf Expense	\$0.00	\$0.00	\$62,232.15	\$62,232.15	0.0%
100.005.100.000.359	ER-PERS On-Behalf Expense	\$0.00	\$0.00	\$2,067.17	\$2,067.17	0.0%
100.005.100.000.361	Insurance Life & Health	\$22,614.88	\$22,614.88	\$169,611.05	\$146,996.17	13.3%
100.005.100.000.362	Unemployment Expense	\$721.00	\$721.00	\$4,316.51	\$3,595.51	16.7%
100.005.100.000.363	Workers Comp Expense	\$1,217.82	\$1,217.82	\$4,316.51	\$3,098.69	28.2%
100.005.100.000.364	FICA Expense	\$1,425.91	\$1,425.91	\$33,021.30	\$31,595.39	4.3%
100.005.100.000.365	TRS Expense	\$6,870.40	\$6,870.40	\$48,760.81	\$41,890.41	14.1%
100.005.100.000.366	PERS Expense	\$1,010.49	\$1,010.49	\$9,554.16	\$8,543.67	10.6%
100.005.100.000.390	Travel Stipend	\$4,800.00	\$4,800.00	\$4,000.00	(\$800.00)	120.0%
100.005.100.000.410	Professional & Technical Services	\$0.00	\$0.00	\$4,905.66	\$4,905.66	0.0%
100.005.100.000.450	Supplies/Materials/Media	\$0.00	\$0.00	\$10,954.55	\$10,954.55	0.0%
100.005.160.000.450	Supplies/Materials/Media	\$49.10	\$49.10	\$0.00	(\$49.10)	0.0%
100.005.220.000.420	Staff Travel	\$0.00	\$0.00	\$772.50	\$772.50	0.0%
100.005.350.000.450	Supplies/Materials/Media	\$0.00	\$0.00	\$279.41	\$279.41	0.0%
100.005.360.000.430	Broadband	\$38,233.07	\$38,233.07	\$203,260.10	\$165,027.03	18.8%
100.005.400.000.310	Certified Salaries	\$0.00	\$0.00	\$14,000.00	\$14,000.00	0.0%
100.005.400.000.358	ER-TRS On-Behalf Expense	\$0.00	\$0.00	\$2,244.20	\$2,244.20	0.0%
100.005.400.000.362	Unemployment Expense	\$0.00	\$0.00	\$140.00	\$140.00	0.0%
100.005.400.000.363	Workers Comp Expense	\$0.00	\$0.00	\$140.00	\$140.00	0.0%
100.005.400.000.364	FICA Expense	\$0.00	\$0.00	\$1,071.00	\$1,071.00	0.0%
100.005.400.000.365	TRS Expense	\$0.00	\$0.00	\$1,758.40	\$1,758.40	0.0%
100.005.400.000.433	Tele-communication	\$176.85	\$176.85	\$2,169.16	\$2,012.31	8.1%
100.005.600.000.320	Non-Certified Salaries	\$955.71	\$955.71	\$18,048.00	\$17,092.29	5.3%
100.005.600.000.329	Substitute/Temporary	\$6,429.00	\$6,429.00	\$0.00	(\$6,429.00)	0.0%
100.005.600.000.359	ER-PERS On-Behalf Expense	\$0.00	\$0.00	\$659.08	\$659.08	0.0%
100.005.600.000.362	Unemployment Expense	\$73.09	\$73.09	\$180.48	\$107.39	40.5%
100.005.600.000.363	Workers Comp Expense	\$405.45	\$405.45	\$180.48	(\$224.97)	224.7%
100.005.600.000.364	FICA Expense	\$564.92	\$564.92	\$1,360.67	\$815.75	40.9%
100.005.600.000.366	PERS Expense	\$210.26	\$210.26	\$3,970.56	\$3,760.30	5.3%
100.005.600.000.431	Water & Sewer	\$1,339.00	\$1,339.00	\$4,985.56	\$3,646.56	26.9%
100.005.600.000.432	Garbage	\$0.00	\$0.00	\$4,944.00	\$4,944.00	0.0%
100.005.600.000.436	Electricity	\$4,526.47	\$4,526.47	\$26,193.60	\$24,667.13	15.5%
100.005.600.000.438	Heating Oil	\$3,720.72	\$3,720.72	\$140,716.09	\$136,995.37	2.6%
100.005.600.000.439	Waste heat	\$187.04	\$187.04	\$34,545.90	\$34,358.86	0.5%
100.005.600.000.442	Site & Building Repair & Maintenance	\$0.00	\$0.00	\$3,090.00	\$3,090.00	0.0%
100.005.600.000.443	Equipment Repair & Maintenance	\$42.08	\$42.08	\$0.00	(\$42.08)	0.0%
100.005.600.000.450	Supplies/Materials/Media	\$0.00	\$0.00	\$118.44	\$118.44	0.0%
100.005.600.000.452	Maintenance & Construction	\$906.58	\$906.58	\$9,997.93	\$9,091.35	9.1%
100.005.600.000.453	Janitorial Supplies	\$0.00	\$0.00	\$7,734.93	\$7,734.93	0.0%
100.005.600.000.458	Vehicle Gas & Oil	\$479.01	\$479.01	\$1,324.01	\$845.00	36.2%
100.005.606.000.362	Unemployment Expense	\$46.69	\$46.69	\$0.00	(\$46.69)	0.0%
100.005.606.000.363	Workers Comp Expense	\$79.50	\$79.50	\$0.00	(\$79.50)	0.0%
100.005.606.000.364	FICA Expense	\$72.50	\$72.50	\$0.00	(\$72.50)	0.0%
100.005.606.000.365	TRS Expense	\$628.00	\$628.00	\$0.00	(\$628.00)	0.0%
100.005.606.000.369	Other Employee Benefits	\$5,000.00	\$5,000.00	\$0.00	(\$5,000.00)	0.0%
100.005.700.000.425	Student Travel	\$0.00	\$0.00	\$7,358.49	\$7,358.49	0.0%
100.006.100.000.310	Certified Salaries	\$26,591.62	\$26,591.62	\$137,450.00	\$106,858.38	20.8%
100.006.100.000.320	Non-Certified Salaries	\$0.00	\$0.00	\$23,782.00	\$23,782.00	0.0%

**Iditarod Area School District**

**Account Level Operating Statement For the Period 07/01/2025 through 09/30/2025**

Fiscal Year: 2025-2026

	<u>07/01/2025 - 09/30/2025</u>		<u>Budget</u>		<u>Budget Balance</u>	
100.007.220.000.362	Unemployment Expense	\$0.00	\$0.00	\$284.35	\$284.35	0.0%
100.007.220.000.363	Workers Comp Expense	\$0.00	\$0.00	\$284.35	\$284.35	0.0%
100.007.220.000.364	FICA Expense	\$0.00	\$0.00	\$2,175.28	\$2,175.28	0.0%
100.007.220.000.366	PERS Expense	\$0.00	\$0.00	\$6,255.70	\$6,255.70	0.0%
100.007.220.000.420	Staff Travel	\$0.00	\$0.00	\$772.50	\$772.50	0.0%
100.007.350.000.450	Supplies/Materials/Media	\$0.00	\$0.00	\$761.46	\$761.46	0.0%
100.007.360.000.430	Broadband	\$150,000.00	\$150,000.00	\$203,260.10	\$53,260.10	73.8%
100.007.400.000.310	Certified Salaries	\$0.00	\$0.00	\$14,000.00	\$14,000.00	0.0%
100.007.400.000.358	ER-TRS On-Behalf Expense	\$0.00	\$0.00	\$2,244.20	\$2,244.20	0.0%
100.007.400.000.362	Unemployment Expense	\$0.00	\$0.00	\$140.00	\$140.00	0.0%
100.007.400.000.363	Workers Comp Expense	\$0.00	\$0.00	\$140.00	\$140.00	0.0%
100.007.400.000.364	FICA Expense	\$0.00	\$0.00	\$1,071.00	\$1,071.00	0.0%
100.007.400.000.365	TRS Expense	\$0.00	\$0.00	\$1,758.40	\$1,758.40	0.0%
100.007.400.000.433	Tele-communication	\$0.00	\$0.00	\$3,198.48	\$3,198.48	0.0%
100.007.450.000.450	Supplies/Materials/Media	\$0.00	\$0.00	\$174.24	\$174.24	0.0%
100.007.600.000.320	Non-Certified Salaries	\$0.00	\$0.00	\$15,792.00	\$15,792.00	0.0%
100.007.600.000.329	Substitute/Temporary	\$8,965.25	\$8,965.25	\$0.00	(\$8,965.25)	0.0%
100.007.600.000.359	ER-PERS On-Behalf Expense	\$0.00	\$0.00	\$751.70	\$751.70	0.0%
100.007.600.000.362	Unemployment Expense	\$69.66	\$69.66	\$157.92	\$88.26	44.1%
100.007.600.000.363	Workers Comp Expense	\$176.25	\$176.25	\$157.92	(\$18.33)	111.6%
100.007.600.000.364	FICA Expense	\$532.85	\$532.85	\$1,208.09	\$675.24	44.1%
100.007.600.000.365	PERS Expense	\$0.00	\$0.00	\$3,474.24	\$3,474.24	0.0%
100.007.600.000.432	Garbage	\$0.00	\$0.00	\$1,545.00	\$1,545.00	0.0%
100.007.600.000.436	Electricity	\$2,093.15	\$2,093.15	\$46,150.01	\$44,056.86	4.5%
100.007.600.000.438	Heating Oil	\$0.00	\$0.00	\$14,926.35	\$14,926.35	0.0%
100.007.600.000.442	Site & Building Repair & Maintenance	\$0.00	\$0.00	\$3,090.00	\$3,090.00	0.0%
100.007.600.000.450	Supplies/Materials/Media	\$0.00	\$0.00	\$1,918.35	\$1,918.35	0.0%
100.007.600.000.452	Maintenance & Construction	\$1,070.00	\$1,070.00	\$6,605.59	\$5,535.59	16.2%
100.007.600.000.453	Janitorial Supplies	\$0.00	\$0.00	\$3,922.53	\$3,922.53	0.0%
100.007.600.000.479	Shipping and Freight	\$0.00	\$0.00	\$709.63	\$709.63	0.0%
100.007.606.000.362	Unemployment Expense	\$23.26	\$23.26	\$0.00	(\$23.26)	0.0%
100.007.606.000.363	Workers Comp Expense	\$39.75	\$39.75	\$0.00	(\$39.75)	0.0%
100.007.606.000.364	FICA Expense	\$36.25	\$36.25	\$0.00	(\$36.25)	0.0%
100.007.606.000.365	TRS Expense	\$314.00	\$314.00	\$0.00	(\$314.00)	0.0%
100.007.606.000.369	Other Employee Benefits	\$2,500.00	\$2,500.00	\$0.00	(\$2,500.00)	0.0%
100.007.700.000.425	Student Travel	\$0.00	\$0.00	\$5,094.34	\$5,094.34	0.0%
100.008.100.000.310	Certified Salaries	\$15,910.02	\$15,910.02	\$84,747.00	\$68,836.98	16.8%
100.008.100.000.329	Substitute/Temporary	\$636.25	\$636.25	\$0.00	(\$636.25)	0.0%
100.008.100.000.358	ER-TRS On-Behalf Expense	\$0.00	\$0.00	\$13,584.94	\$13,584.94	0.0%
100.008.100.000.361	Insurance Life & Health	\$5,653.72	\$5,653.72	\$67,844.42	\$62,190.70	8.3%
100.008.100.000.362	Unemployment Expense	\$153.94	\$153.94	\$847.47	\$693.53	18.2%
100.008.100.000.363	Workers Comp Expense	\$263.09	\$263.09	\$847.47	\$584.38	31.0%
100.008.100.000.364	FICA Expense	\$279.37	\$279.37	\$6,483.15	\$6,203.78	4.3%
100.008.100.000.365	TRS Expense	\$1,809.90	\$1,809.90	\$10,644.22	\$8,834.32	17.0%
100.008.100.000.366	PERS Expense	\$116.33	\$116.33	\$0.00	(\$116.33)	0.0%
100.008.100.000.390	Travel Stipend	\$0.00	\$0.00	\$1,600.00	\$1,600.00	0.0%
100.008.100.000.410	Professional & Technical Services	\$0.00	\$0.00	\$1,383.65	\$1,383.65	0.0%
100.008.100.000.450	Supplies/Materials/Media	\$0.00	\$0.00	\$1,076.73	\$1,076.73	0.0%
100.008.220.000.420	Staff Travel	\$0.00	\$0.00	\$2,317.50	\$2,317.50	0.0%
100.008.350.000.450	Supplies/Materials/Media	\$0.00	\$0.00	\$365.38	\$365.38	0.0%
100.008.360.000.430	Broadband	\$18,000.00	\$18,000.00	\$203,260.10	\$185,260.10	8.9%
100.008.400.000.310	Certified Salaries	\$0.00	\$0.00	\$14,000.00	\$14,000.00	0.0%
100.008.400.000.358	ER-TRS On-Behalf Expense	\$0.00	\$0.00	\$2,244.20	\$2,244.20	0.0%
100.008.400.000.362	Unemployment Expense	\$0.00	\$0.00	\$140.00	\$140.00	0.0%
100.008.400.000.363	Workers Comp Expense	\$0.00	\$0.00	\$140.00	\$140.00	0.0%
100.008.400.000.364	FICA Expense	\$0.00	\$0.00	\$1,071.00	\$1,071.00	0.0%
100.008.400.000.365	TRS Expense	\$0.00	\$0.00	\$1,758.40	\$1,758.40	0.0%
100.008.400.000.433	Tele-communication	\$342.02	\$342.02	\$1,526.60	\$1,184.58	22.4%
100.008.600.000.320	Non-Certified Salaries	\$0.00	\$0.00	\$15,792.00	\$15,792.00	0.0%
100.008.600.000.329	Substitute/Temporary	\$2,026.50	\$2,026.50	\$0.00	(\$2,026.50)	0.0%
100.008.600.000.359	ER-PERS On-Behalf Expense	\$0.00	\$0.00	\$751.70	\$751.70	0.0%
100.008.600.000.362	Unemployment Expense	\$20.26	\$20.26	\$157.92	\$137.66	12.8%
100.008.600.000.363	Workers Comp Expense	\$32.22	\$32.22	\$157.92	\$125.70	20.4%

**Iditarod Area School District**

**Account Level Operating Statement For the Period 07/01/2025 through 09/30/2025**

Fiscal Year: 2025-2026

	<u>07/01/2025 - 09/30/2025</u>	<u>Budget</u>	<u>Budget Balance</u>			
100.012.140.685.433	Tele-communication	\$0.00	\$0.00	\$1,211.06	\$1,211.06	0.0%
100.012.140.685.450	Supplies/Materials/Media	\$0.00	\$0.00	\$4,260.65	\$4,260.65	0.0%
100.012.140.686.433	Tele-communication	\$0.00	\$0.00	\$787.86	\$787.86	0.0%
100.012.140.686.450	Supplies/Materials/Media	\$0.00	\$0.00	\$230.22	\$230.22	0.0%
100.012.140.692.433	Tele-communication	\$0.00	\$0.00	\$958.41	\$958.41	0.0%
100.012.140.692.450	Supplies/Materials/Media	\$0.00	\$0.00	\$4,156.05	\$4,156.05	0.0%
100.012.140.696.433	Supplies/Materials/Media	\$0.00	\$0.00	\$1,778.70	\$1,778.70	0.0%
100.012.140.697.433	Tele-communication	\$0.00	\$0.00	\$750.78	\$750.78	0.0%
100.012.140.701.450	Supplies/Materials/Media	\$0.00	\$0.00	\$173.29	\$173.29	0.0%
100.012.140.702.410	Professional & Technical Services	\$420.00	\$420.00	\$0.00	(\$420.00)	0.0%
100.012.140.702.433	Tele-communication	\$439.00	\$439.00	\$0.00	(\$439.00)	0.0%
100.012.140.702.450	Supplies/Materials/Media	\$44.34	\$44.34	\$0.00	(\$44.34)	0.0%
100.012.140.703.433	Tele-communication	\$0.00	\$0.00	\$186.93	\$186.93	0.0%
100.012.140.706.433	Tele-communication	\$0.00	\$0.00	\$571.62	\$571.62	0.0%
100.012.140.752.433	Tele-communication	\$0.00	\$0.00	\$1,112.40	\$1,112.40	0.0%
100.012.140.752.450	Supplies/Materials/Media	\$0.00	\$0.00	\$2,856.82	\$2,856.82	0.0%
100.012.140.765.433	Tele-communication	\$0.00	\$0.00	\$1,106.47	\$1,106.47	0.0%
100.012.140.772.433	Tele-communication	\$0.00	\$0.00	\$1,862.95	\$1,862.95	0.0%
100.012.140.772.450	Supplies/Materials/Media	\$0.00	\$0.00	\$597.51	\$597.51	0.0%
100.012.140.775.450	Supplies/Materials/Media	\$0.00	\$0.00	\$1,189.42	\$1,189.42	0.0%
100.012.140.777.450	Supplies/Materials/Media	\$0.00	\$0.00	\$434.28	\$434.28	0.0%
100.012.140.778.433	Tele-communication	\$1,559.92	\$1,559.92	\$0.00	(\$1,559.92)	0.0%
100.012.140.778.450	Supplies/Materials/Media	\$0.00	\$0.00	\$278.78	\$278.78	0.0%
100.012.140.788.450	Supplies/Materials/Media	\$0.00	\$0.00	\$3,989.98	\$3,989.98	0.0%
100.012.220.000.410	Professional & Technical Services	\$0.00	\$0.00	\$10,000.00	\$10,000.00	0.0%
100.012.400.000.310	Certified Salaries	\$4,000.00	\$4,000.00	\$0.00	(\$4,000.00)	0.0%
100.012.400.000.362	Unemployment Expense	\$38.31	\$38.31	\$0.00	(\$38.31)	0.0%
100.012.400.000.363	Workers Comp Expense	\$63.60	\$63.60	\$0.00	(\$63.60)	0.0%
100.012.400.000.364	FICA Expense	\$58.00	\$58.00	\$0.00	(\$58.00)	0.0%
100.012.400.000.433	Tele-communication	\$432.47	\$432.47	\$5,604.80	\$5,172.33	7.7%
100.012.400.000.434	Postage	\$0.00	\$0.00	\$459.51	\$459.51	0.0%
100.012.450.000.320	Non-Certified Salaries	\$11,040.00	\$11,040.00	\$41,600.00	\$30,560.00	28.5%
100.012.450.000.359	ER-PERS On-Behalf Expense	\$0.00	\$0.00	\$1,980.16	\$1,980.16	0.0%
100.012.450.000.361	Insurance Life & Health	\$0.00	\$0.00	\$16,961.11	\$16,961.11	0.0%
100.012.450.000.362	Unemployment Expense	\$101.55	\$101.55	\$416.00	\$314.45	24.4%
100.012.450.000.363	Workers Comp Expense	\$172.97	\$172.97	\$416.00	\$243.03	41.6%
100.012.450.000.364	FICA Expense	\$844.56	\$844.56	\$3,182.40	\$2,337.84	26.5%
100.012.450.000.366	PERS Expense	\$2,428.74	\$2,428.74	\$9,152.00	\$6,723.26	26.5%
100.012.600.000.436	Electricity	\$83.00	\$83.00	\$1,991.59	\$1,908.59	4.2%
100.012.600.000.437	Natural Gas	\$21.22	\$21.22	\$904.47	\$883.25	2.3%
100.012.600.000.441	Rentals	\$2,075.17	\$2,075.17	\$12,118.88	\$10,043.81	17.1%
100.099.100.000.410	Professional & Technical Services	\$5,369.05	\$5,369.05	\$0.00	(\$5,369.05)	0.0%
100.099.100.000.420	Staff Travel	\$0.00	\$0.00	\$699.89	\$699.89	0.0%
100.099.100.000.450	Supplies/Materials/Media	\$0.00	\$0.00	\$85.08	\$85.08	0.0%
100.099.100.000.475	Supplies-Technology Related	\$28.97	\$28.97	\$0.00	(\$28.97)	0.0%
100.099.100.000.490	Other Expenses	\$0.00	\$0.00	\$30,629.05	\$30,629.05	0.0%
100.099.100.000.491	Dues & Fees	\$0.00	\$0.00	\$455.40	\$455.40	0.0%
100.099.200.000.310	Certified Salaries	\$53,672.25	\$53,672.25	\$174,801.00	\$120,928.75	30.8%
100.099.200.000.358	ER-TRS On-Behalf Expense	\$0.00	\$0.00	\$28,020.60	\$28,020.60	0.0%
100.099.200.000.361	Insurance Life & Health	\$18,374.59	\$18,374.59	\$67,844.42	\$49,469.83	27.1%
100.099.200.000.362	Unemployment Expense	\$512.67	\$512.67	\$1,748.01	\$1,235.34	29.3%
100.099.200.000.363	Workers Comp Expense	\$875.65	\$875.65	\$1,748.01	\$872.36	50.1%
100.099.200.000.364	FICA Expense	\$798.58	\$798.58	\$13,372.28	\$12,573.70	6.0%
100.099.200.000.365	TRS Expense	\$6,263.99	\$6,263.99	\$21,955.01	\$15,691.02	28.5%
100.099.200.000.390	Travel Stipend	\$1,200.00	\$1,200.00	\$1,600.00	\$400.00	75.0%
100.099.200.000.491	Dues & Fees	\$0.00	\$0.00	\$718.75	\$718.75	0.0%
100.099.220.000.410	Professional & Technical Services	\$49,201.75	\$49,201.75	\$75,000.00	\$25,798.25	65.6%
100.099.220.000.491	Dues & Fees	\$0.00	\$0.00	\$3,426.40	\$3,426.40	0.0%
100.099.350.000.410	Professional & Technical Services	\$9,480.24	\$9,480.24	\$177,500.00	\$168,019.76	5.3%
100.099.350.000.420	Staff Travel	\$0.00	\$0.00	\$6,946.09	\$6,946.09	0.0%
100.099.350.000.430	Broadband	\$195.12	\$195.12	\$0.00	(\$195.12)	0.0%
100.099.350.000.434	Postage	\$22.47	\$22.47	\$4,478.09	\$4,455.62	0.5%
100.099.350.000.440	Other Purchase Services	\$14,240.48	\$14,240.48	\$0.00	(\$14,240.48)	0.0%

**Iditarod Area School District**

**Account Level Operating Statement For the Period 07/01/2025 through 09/30/2025**

Fiscal Year: 2025-2026

	<u>07/01/2025 - 09/30/2025</u>	<u>Budget</u>	<u>Budget Balance</u>			
100.099.600.000.420	Staff Travel	\$10,827.00	\$10,827.00	\$13,590.89	\$2,763.89	79.7%
100.099.600.000.431	Water & Sewer	\$622.00	\$622.00	\$2,448.21	\$1,826.21	25.4%
100.099.600.000.436	Electricity	\$2,573.09	\$2,573.09	\$15,528.56	\$12,953.47	16.0%
100.099.600.000.440	Other Purchase Services	\$3,148.46	\$3,148.46	\$0.00	(\$3,148.46)	0.0%
100.099.600.000.443	Equipment Repair & Maintenance	\$0.00	\$0.00	\$15,450.00	\$15,450.00	0.0%
100.099.600.000.446	Property & Insurance	\$0.00	\$0.00	\$228,238.09	\$228,238.09	0.0%
100.099.600.000.450	Supplies/Materials/Media	\$0.00	\$0.00	\$1,052.02	\$1,052.02	0.0%
100.099.600.000.452	Maintenance & Construction	\$0.00	\$0.00	\$2,457.57	\$2,457.57	0.0%
100.099.600.000.456	Vehicle Gas & Oil	\$0.00	\$0.00	\$3,142.04	\$3,142.04	0.0%
100.099.600.000.491	Dues & Fees	\$0.00	\$0.00	\$6,572.13	\$6,572.13	0.0%
100.099.606.000.362	Unemployment Expense	\$23.34	\$23.34	\$0.00	(\$23.34)	0.0%
100.099.606.000.363	Workers Comp Expense	\$39.75	\$39.75	\$0.00	(\$39.75)	0.0%
100.099.606.000.364	FICA Expense	\$36.25	\$36.25	\$0.00	(\$36.25)	0.0%
100.099.606.000.365	TRS Expense	\$314.00	\$314.00	\$0.00	(\$314.00)	0.0%
100.099.606.000.369	Other Employee Benefits	\$2,500.00	\$2,500.00	\$0.00	(\$2,500.00)	0.0%
	<b>Expenditure</b>	<b>\$2,385,815.58</b>	<b>\$2,385,815.58</b>	<b>\$9,205,028.70</b>	<b>\$6,819,213.12</b>	<b>25.9%</b>
	<b>Net (Revenue)/Expense</b>	<b>\$674,877.76</b>	<b>\$674,877.76</b>	<b>\$794,158.70</b>	<b>\$119,280.94</b>	<b>85.0%</b>

**Iditarod Area School District**

**Account Level Operating Statement For the Period 07/01/2025 through 09/30/2025**

Fiscal Year: 2025-2026

	<u>07/01/2025 - 09/30/2025</u>	<u>Budget</u>	<u>Budget Balance</u>		
361.008.100.000.366	PERS Expense	\$1,085.39	\$1,085.39	\$0.00	(\$1,085.39) 0.0%
361.008.100.000.450	Supplies/Materials/Media	\$215.86	\$215.86	\$0.00	(\$215.86) 0.0%
361.008.350.000.450	Supplies/Materials/Media	\$636.00	\$636.00	\$0.00	(\$636.00) 0.0%
361.008.352.000.329	Substitute/Temporary	\$3,010.00	\$3,010.00	\$0.00	(\$3,010.00) 0.0%
361.008.352.000.362	Unemployment Expense	\$29.10	\$29.10	\$0.00	(\$29.10) 0.0%
361.008.352.000.363	Workers Comp Expense	\$47.86	\$47.86	\$0.00	(\$47.86) 0.0%
361.008.352.000.364	FICA Expense	\$230.27	\$230.27	\$0.00	(\$230.27) 0.0%
361.008.352.000.366	PERS Expense	\$275.00	\$275.00	\$0.00	(\$275.00) 0.0%
361.012.350.000.450	Supplies/Materials/Media	\$636.00	\$636.00	\$0.00	(\$636.00) 0.0%
361.099.100.000.310	Certified Salaries	\$30,814.15	\$30,814.15	\$0.00	(\$30,814.15) 0.0%
361.099.100.000.361	Insurance Life & Health	\$10,247.35	\$10,247.35	\$0.00	(\$10,247.35) 0.0%
361.099.100.000.362	Unemployment Expense	\$283.50	\$283.50	\$0.00	(\$283.50) 0.0%
361.099.100.000.363	Workers Comp Expense	\$490.00	\$490.00	\$0.00	(\$490.00) 0.0%
361.099.100.000.364	FICA Expense	\$446.80	\$446.80	\$0.00	(\$446.80) 0.0%
361.099.100.000.365	TRS Expense	\$3,870.25	\$3,870.25	\$0.00	(\$3,870.25) 0.0%
361.099.100.000.450	Supplies/Materials/Media	\$81,389.72	\$81,389.72	\$0.00	(\$81,389.72) 0.0%
361.099.350.000.450	Supplies/Materials/Media	\$638.00	\$638.00	\$0.00	(\$638.00) 0.0%
362.005.100.000.420	Staff Travel	\$360.00	\$360.00	\$0.00	(\$360.00) 0.0%
362.005.100.000.425	Student Travel	\$270.74	\$270.74	\$0.00	(\$270.74) 0.0%
362.099.100.000.310	Certified Salaries	\$11,587.50	\$11,587.50	\$0.00	(\$11,587.50) 0.0%
362.099.100.000.361	Insurance Life & Health	\$3,533.60	\$3,533.60	\$0.00	(\$3,533.60) 0.0%
362.099.100.000.362	Unemployment Expense	\$106.60	\$106.60	\$0.00	(\$106.60) 0.0%
362.099.100.000.363	Workers Comp Expense	\$184.25	\$184.25	\$0.00	(\$184.25) 0.0%
362.099.100.000.364	FICA Expense	\$168.05	\$168.05	\$0.00	(\$168.05) 0.0%
362.099.100.000.365	TRS Expense	\$1,455.50	\$1,455.50	\$0.00	(\$1,455.50) 0.0%
362.099.350.000.410	Professional & Technical Services	\$8,500.00	\$8,500.00	\$0.00	(\$8,500.00) 0.0%
	<b>Expenditure</b>	<b>\$204,143.13</b>	<b>\$204,143.13</b>	<b>\$0.00</b>	<b>(\$204,143.13) 0.0%</b>
		<b>\$204,143.13</b>	<b>\$204,143.13</b>	<b>\$0.00</b>	<b>(\$204,143.13) 0.0%</b>
<b>Net (Revenue)/Expense</b>					

# Iditarod Area School District

## Account Level Operating Statement For the Period 07/01/2025 through 09/30/2025

Fiscal Year: 2025-2026

	<u>07/01/2025 - 09/30/2025</u>	<u>Budget</u>	<u>Budget Balance</u>			
261.001.100.000.364	FICA Expense	\$29.60	\$29.60	\$0.00	(\$29.60)	0.0%
261.001.100.000.366	PERS Expense	\$85.15	\$85.15	\$0.00	(\$85.15)	0.0%
261.003.100.000.320	Non-Certified Salaries	\$1,735.05	\$1,735.05	\$0.00	(\$1,735.05)	0.0%
261.003.100.000.362	Unemployment Expense	\$15.97	\$15.97	\$0.00	(\$15.97)	0.0%
261.003.100.000.363	Workers Comp Expense	\$27.58	\$27.58	\$0.00	(\$27.58)	0.0%
261.003.100.000.364	FICA Expense	\$132.73	\$132.73	\$0.00	(\$132.73)	0.0%
261.003.100.000.366	PERS Expense	\$381.72	\$381.72	\$0.00	(\$381.72)	0.0%
261.005.100.000.320	Non-Certified Salaries	\$4,652.70	\$4,652.70	\$0.00	(\$4,652.70)	0.0%
261.005.100.000.362	Unemployment Expense	\$42.81	\$42.81	\$0.00	(\$42.81)	0.0%
261.005.100.000.363	Workers Comp Expense	\$73.98	\$73.98	\$0.00	(\$73.98)	0.0%
261.005.100.000.364	FICA Expense	\$355.95	\$355.95	\$0.00	(\$355.95)	0.0%
261.005.100.000.366	PERS Expense	\$1,023.59	\$1,023.59	\$0.00	(\$1,023.59)	0.0%
261.005.100.000.450	Supplies/Materials/Media	\$91.83	\$91.83	\$0.00	(\$91.83)	0.0%
261.006.100.000.320	Non-Certified Salaries	\$463.20	\$463.20	\$0.00	(\$463.20)	0.0%
261.006.100.000.362	Unemployment Expense	\$4.43	\$4.43	\$0.00	(\$4.43)	0.0%
261.006.100.000.363	Workers Comp Expense	\$7.37	\$7.37	\$0.00	(\$7.37)	0.0%
261.006.100.000.364	FICA Expense	\$35.44	\$35.44	\$0.00	(\$35.44)	0.0%
261.006.100.000.366	PERS Expense	\$101.90	\$101.90	\$0.00	(\$101.90)	0.0%
261.008.100.000.320	Non-Certified Salaries	\$3,289.00	\$3,289.00	\$0.00	(\$3,289.00)	0.0%
261.008.100.000.361	Insurance Life & Health	\$1,130.74	\$1,130.74	\$0.00	(\$1,130.74)	0.0%
261.008.100.000.362	Unemployment Expense	\$30.26	\$30.26	\$0.00	(\$30.26)	0.0%
261.008.100.000.363	Workers Comp Expense	\$49.69	\$49.69	\$0.00	(\$49.69)	0.0%
261.008.100.000.364	FICA Expense	\$251.60	\$251.60	\$0.00	(\$251.60)	0.0%
261.008.100.000.366	PERS Expense	\$723.96	\$723.96	\$0.00	(\$723.96)	0.0%
261.099.100.000.420	Staff Travel	\$364.70	\$364.70	\$0.00	(\$364.70)	0.0%
261.099.100.000.450	Supplies/Materials/Media	\$182.16	\$182.16	\$0.00	(\$182.16)	0.0%
261.099.300.000.410	Professional & Technical Services	\$2,500.00	\$2,500.00	\$0.00	(\$2,500.00)	0.0%
267.001.100.000.320	Non-Certified Salaries	\$3,105.00	\$3,105.00	\$0.00	(\$3,105.00)	0.0%
267.001.100.000.362	Unemployment Expense	\$28.56	\$28.56	\$0.00	(\$28.56)	0.0%
267.001.100.000.363	Workers Comp Expense	\$49.37	\$49.37	\$0.00	(\$49.37)	0.0%
267.001.100.000.364	FICA Expense	\$237.53	\$237.53	\$0.00	(\$237.53)	0.0%
267.001.100.000.366	PERS Expense	\$683.09	\$683.09	\$0.00	(\$683.09)	0.0%
267.002.100.000.320	Non-Certified Salaries	\$2,910.00	\$2,910.00	\$0.00	(\$2,910.00)	0.0%
267.002.100.000.362	Unemployment Expense	\$26.78	\$26.78	\$0.00	(\$26.78)	0.0%
267.002.100.000.363	Workers Comp Expense	\$46.27	\$46.27	\$0.00	(\$46.27)	0.0%
267.002.100.000.364	FICA Expense	\$222.62	\$222.62	\$0.00	(\$222.62)	0.0%
267.002.100.000.366	PERS Expense	\$644.14	\$644.14	\$0.00	(\$644.14)	0.0%
267.003.100.000.320	Substitute/Temporary	\$2,808.00	\$2,808.00	\$0.00	(\$2,808.00)	0.0%
267.003.100.000.362	Unemployment Expense	\$28.08	\$28.08	\$0.00	(\$28.08)	0.0%
267.003.100.000.363	Workers Comp Expense	\$170.45	\$170.45	\$0.00	(\$170.45)	0.0%
267.003.100.000.364	FICA Expense	\$214.82	\$214.82	\$0.00	(\$214.82)	0.0%
267.006.100.000.320	Non-Certified Salaries	\$4,620.00	\$4,620.00	\$0.00	(\$4,620.00)	0.0%
267.006.100.000.362	Unemployment Expense	\$46.20	\$46.20	\$0.00	(\$46.20)	0.0%
267.006.100.000.363	Workers Comp Expense	\$280.44	\$280.44	\$0.00	(\$280.44)	0.0%
267.006.100.000.364	FICA Expense	\$353.43	\$353.43	\$0.00	(\$353.43)	0.0%
267.007.100.000.320	Non-Certified Salaries	\$2,145.00	\$2,145.00	\$0.00	(\$2,145.00)	0.0%
267.007.100.000.362	Unemployment Expense	\$19.73	\$19.73	\$0.00	(\$19.73)	0.0%
267.007.100.000.363	Workers Comp Expense	\$34.11	\$34.11	\$0.00	(\$34.11)	0.0%
267.007.100.000.364	FICA Expense	\$164.09	\$164.09	\$0.00	(\$164.09)	0.0%
267.007.100.000.366	PERS Expense	\$471.90	\$471.90	\$0.00	(\$471.90)	0.0%
267.099.100.000.310	Certified Salaries	\$40,323.65	\$40,323.65	\$0.00	(\$40,323.65)	0.0%
267.099.100.000.361	Insurance Life & Health	\$13,074.22	\$13,074.22	\$0.00	(\$13,074.22)	0.0%
267.099.100.000.362	Unemployment Expense	\$372.58	\$372.58	\$0.00	(\$372.58)	0.0%
267.099.100.000.363	Workers Comp Expense	\$641.09	\$641.09	\$0.00	(\$641.09)	0.0%
267.099.100.000.364	FICA Expense	\$584.73	\$584.73	\$0.00	(\$584.73)	0.0%
267.099.100.000.365	TRS Expense	\$4,876.13	\$4,876.13	\$0.00	(\$4,876.13)	0.0%
267.099.100.000.475	Supplies-Technology Related	\$597.38	\$597.38	\$0.00	(\$597.38)	0.0%
398.002.606.201.431	Water & Sewer	\$100.00	\$100.00	\$0.00	(\$100.00)	0.0%
398.002.606.202.431	Water & Sewer	\$100.00	\$100.00	\$0.00	(\$100.00)	0.0%
398.099.606.992.431	Water & Sewer	\$887.00	\$887.00	\$0.00	(\$887.00)	0.0%
398.099.606.992.436	Electricity	\$485.46	\$485.46	\$0.00	(\$485.46)	0.0%
<b>Expenditure</b>		<b>\$122,871.76</b>	<b>\$122,871.76</b>	<b>\$0.00</b>	<b>(\$122,871.76)</b>	<b>0.0%</b>

**Iditarod Area School District**

**Account Level Operating Statement For the Period 07/01/2025 through 09/30/2025**

Fiscal Year: 2025-2026

		<u>07/01/2025 - 09/30/2025</u>	<u>Budget</u>	<u>Budget Balance</u>		
<b>Capital Project</b>						
<b>Expenditure</b>						
		MTD	YTD	Budget	BudgetBalance	Percent
520.001.884.000.410	Professional & Technical Services	\$5,110.00	\$5,110.00	\$0.00	(\$5,110.00)	0.0%
520.001.885.000.452	Maintenance & Construction	\$2,253.35	\$2,253.35	\$0.00	(\$2,253.35)	0.0%
	<b>Expenditure</b>	<u>\$7,363.35</u>	<u>\$7,363.35</u>	<u>\$0.00</u>	<u>(\$7,363.35)</u>	<u>0.0%</u>
	<b>Net (Revenue)/Expense</b>	<u>\$7,363.35</u>	<u>\$7,363.35</u>	<u>\$0.00</u>	<u>(\$7,363.35)</u>	<u>0.0%</u>

## October 2025 Superintendent Board Meeting

1. Enrollment/Attendance: A more exact count will be available at the time of the 10/14/25 Board Meeting. All 7 village sites have at least 10 students enrolled. A reminder that 10/24/25 is the last day of count days.
2. Anvik School – Getting ready to sign off on phase 1 of 3 total. We have roughly 4 million left unspent that will be committed to Phase 2.
3. April Jashmer Anting, our last teacher arrived on 10/5/25 and went out to Anvik on 10/8/25.
4. I am meeting with ExCell Alaska on Wednesday 10/15 regarding they grant they received. Be aware that flight services could be interrupted (See #5).
5. The Government Shutdown has affected us in 2 specific ways:
  - A. Essential Air Services for Airlines may run out of funding as of this Sunday.
  - B. Impact Aid payments are suspended.

As a sidenote to A above, I have put forth to staff that if flight costs go through the roof due to Essential Air Service subsidies no longer being there, the district will (hopefully) temporarily freeze travel.
6. We are at the end of the 1<sup>st</sup> quarter. P/T conferences are coming up.
7. Overall, I believe the school year has started as well and as seamlessly as it possibly could of – especially given the craziness of what is taking place around and above us. The focus of our staff and students have been on the educational piece. I believe this district has a lot to be proud about regarding the people that are working with their students. They have done an excellent job.



Dana Drummonds  
Principal Teacher, DLMS  
Iditarod School District  
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**David-Louis Memorial School**  
**Report to the School Board – September 30, 2025**  
**Submitted by: Dana L. Drummonds, Principal Teacher**

**To the Esteemed Members of the School Board,**

It is with great pride that I present the monthly report for David-Louis Memorial School. September has been a vibrant and productive month, filled with community engagement, cultural celebrations, and meaningful learning experiences for our students. As always, we are grateful for your continued support in fostering a strong educational foundation rooted in our traditions and community values.

### **Community Engagement & Cultural Activities**

This month, we focused heavily on community involvement and cultural enrichment:

- **Open Gym Nights:** The school gymnasium was opened in the evenings for community use, providing a warm and welcoming space for both youth and adults to stay active. These sessions have strengthened community bonds and encouraged family engagement.
- **Sports Teams:** The community has selected Jack John as the coach for both the village Volleyball and Cross Country teams. Practices are being held in the evenings, and excitement is growing for upcoming village tournaments. These teams also serve as positive incentives for students to maintain good grades, consistent attendance, and respectful behavior.
- **Cultural Events:**
  - Ms. Cece hosted a well-attended **Paint Night** and **Movie Night** in the school library.
  - Ms. Tisha organized a **Beading Night**, bringing families together to celebrate culture through traditional crafts. These Friday night events have been a highlight of the month and continue to build community spirit.
- **Health Services:** In partnership with YKHC, TB testing was administered to students with parental consent. The process went smoothly, with most students participating. Those who were tested received a small reward for their bravery.



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Principal Teacher, DLMS  
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- **Back-to-School Night:** We hosted a successful Back-to-School Night featuring finger foods, classroom visits, and hallway displays. Every student received a backpack full of supplies from TCC, a new water bottle from IASD, and a free book from the school.
- **Holikachuk:** Mr. James Miller has set up a new engaging program for our students to learn their native language. He also meets with our students in person or via zoom as needed.

## Student Enrollment & Growth

We are pleased to report an enrollment increase to **43 students**, with the addition of a new Pre-K student from Anvik. All previously enrolled students have remained on the roll, which is a strong indicator of stability and engagement.

## Academic & Extracurricular Highlights

- **Culture Camp:** Students participated in Culture Camp, where they learned valuable lessons from our elders about traditional customs and practices. Attendance was high, and many community volunteers contributed. Special thanks to our K-2 teacher, **Ms. Abi Cabral**, who helped prepare a meal one evening and represented the school with pride.
- **School Cookout:** For students who were unable to attend Culture Camp, the school hosted a cookout along the Yukon River. Activities included fishing, roasting marshmallows and hotdogs, and enjoying shared treats in great weather.
- **School Spirit Activities:**  
Ms. D has been organizing small school-wide events such as the "**Find the Flamingo**" game and "**Guess What's in the Jar**" contests. These fun activities bring joy and excitement to our younger students.
- Students also participated in a teleconference with other Alaska students in schools with **Joy Huntington**. Our students were actively engaged and took a lot of thoughts and skills away from this opportunity.

## Upcoming Events

Looking ahead, we have several exciting activities planned:



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- **Parent-Teacher Conferences** will be held this week on both Wednesday and Thursday to accommodate family schedules. We will review MAP testing scores and discuss student progress before the end of the first quarter.
- **Family Literacy Night & Moose Soup Night** are scheduled for mid-October to promote reading and celebrate traditional foods.
- A **Community Halloween Carnival** will be hosted in the school gym, welcoming all students and community members for a fun and safe celebration.

### **Logistical Needs**

We continue to face staffing challenges and are in urgent need of both a **school cook** and a **custodian**. In the interim, Ms. D has been preparing meals to ensure our students continue receiving healthy breakfasts and lunches. Any leads or recommendations for potential candidates would be greatly appreciated.

### **Closing Reflections**

September has been a fulfilling and active month for David-Louis Memorial School. We are proud of the progress our students have made and the strong community involvement we've witnessed. With educational milestones met and cultural events embraced, we look forward to October bringing continued growth, learning, and celebration.

*Photographs of student participation and community events are attached for your review.*

Thank you for your ongoing support and dedication to our students and school community.

**Respectfully,**  
**Dana L. Drummonds**  
Principal Teacher  
David-Louis Memorial School



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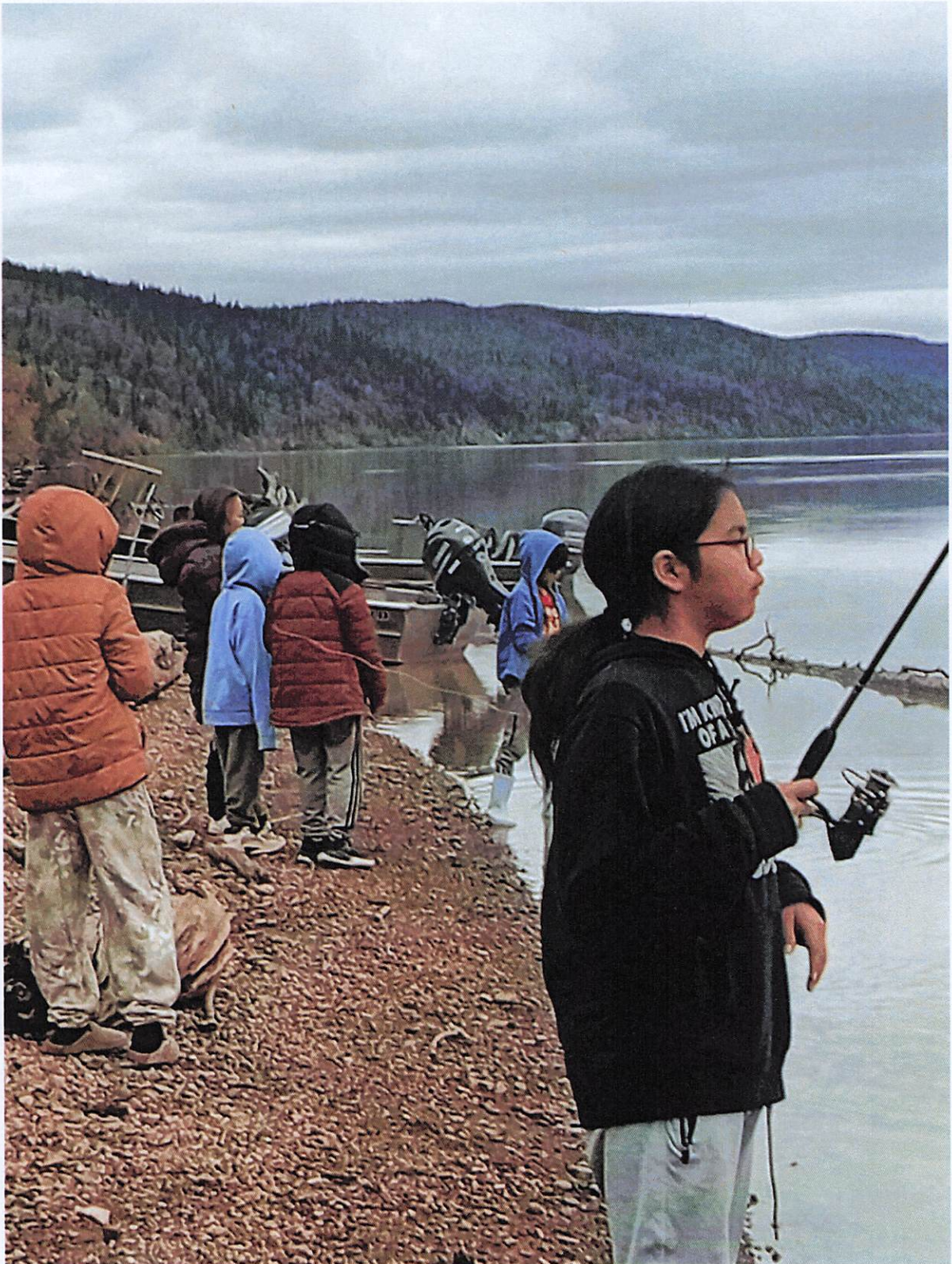


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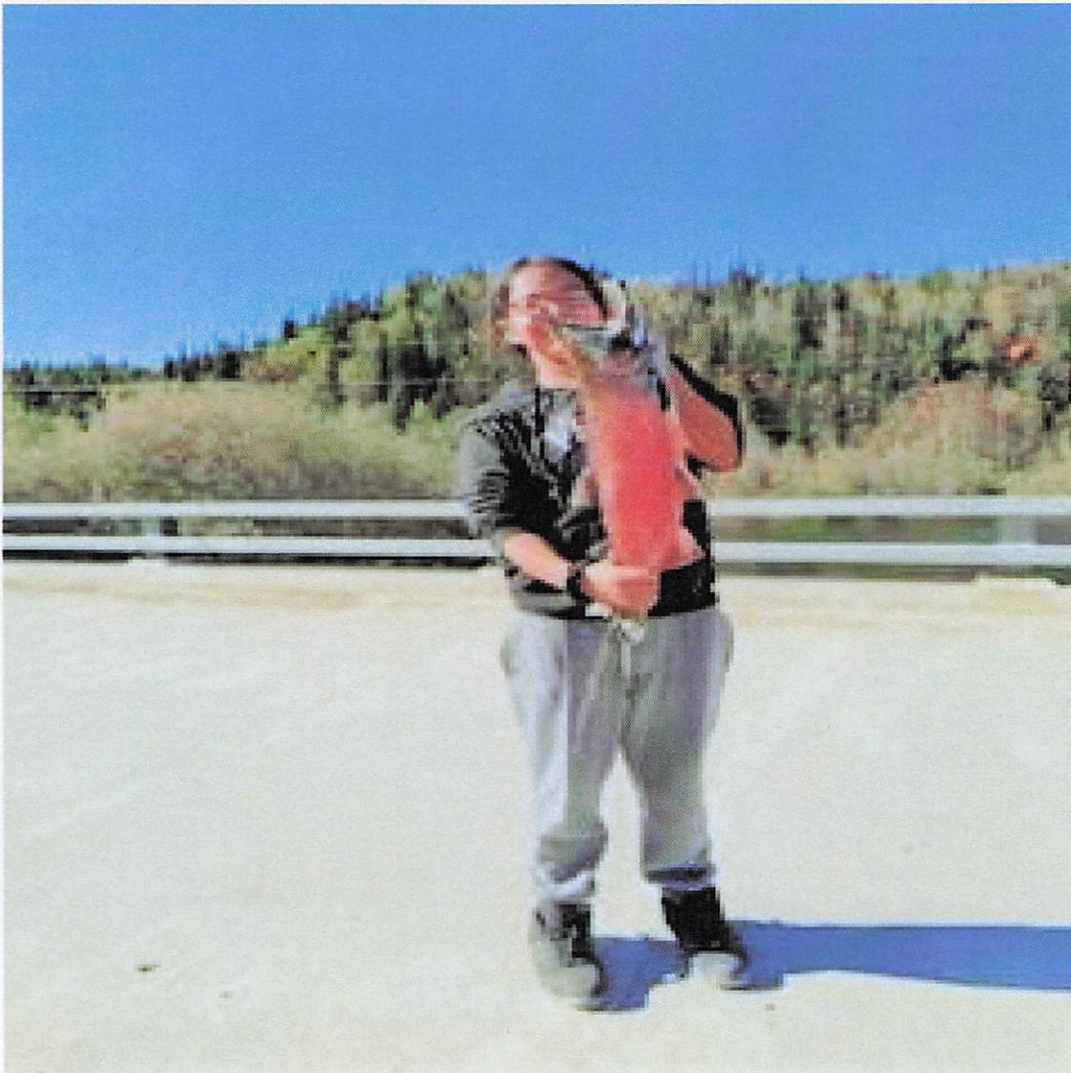


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PAINT NIGHT





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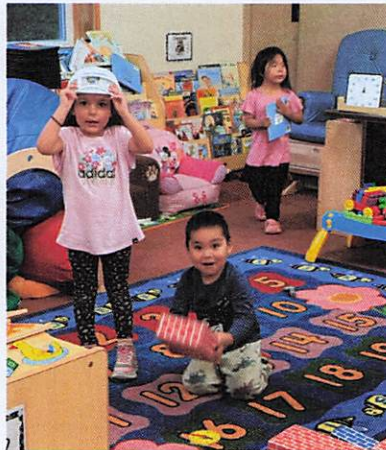




# The Innoko River Raider Reader September 2025 Newsletter to the IASD Board

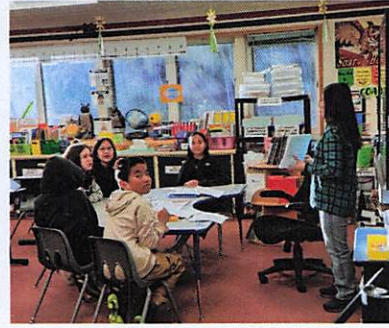
## September! Yellows and Golds! Preschool to Grade 5

We are happy to introduce you to our new preschool teacher, Sharilyn Kriska. Sharilyn is originally from Galena. She and her fiancé have moved to Shageluk as she takes her place as preschool teacher at the Innoko River School. We are happy to include her in our busy program!



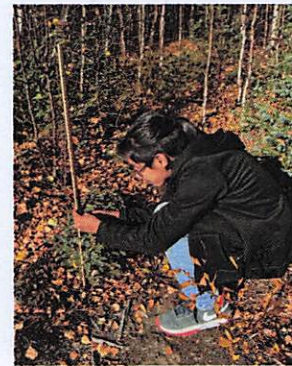
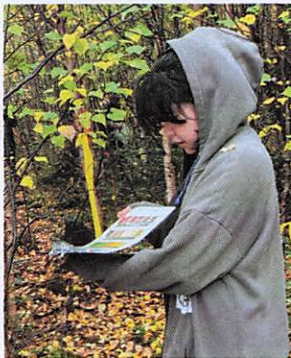
Using our big-dollar, researched based curriculum, our K-5<sup>th</sup> grade teachers continue to prove how the program can be done successfully in a multi-graded classroom. We are grateful to have Ms. Fritzie Sillabe (K-2) and Ms. Jollibe Pantilano (3-5) return to our school this fall. This will be their final year in the United States as their H1B visas will expire at the end of the school year and they will return to their home country in the Phillipines. They were honored by being taught how to make Vonguk (fish ice cream) by our students at Fall Culture Camp up the Innoko River.





### September! Researching the Yellows and Golds, Grades 6-12

A member of the GLOBE program since 1996, our students continues to learn about our local environment, forest succession, and research green-down, and conduct hydrology tests in the fall. Our students have been gathering data at a burn site in an area ½ mile from Shageluk that took place in 2005. We are celebrating our 20-year of data gathering since the burn.



### September! Putting Food Away

Did you know about this? For many years, our Innoko River School students have helped put away moose meat, fish, and garden vegetables from our summer library garden for our school lunch program. The food our students receive off the land is much like the homecooked meals they have from home. We are grateful for our donations of meat and fish and take care of them responsibly.





### Emergency First Aid Education: What would you do if....

You broke a leg in the woods? You punctured your eye with a stick? You suffered a gunshot wound? You burned yourself from your campfire? You fell in the cold water and are suffering from hypothermia? Following our EMS class with Bill O'Brien from YKHC, our health aides, Betty Howard and Jorian Hamilton took us up to the GLOBE Burn site and showed us what to do in an emergency situation when all you have are some old t-shirts and sticks.... Oh, and your buddies. WOW!





## STUDENT GOVERNMENT ASSOCIATION

Our SGA kicked off the school year with our first meeting on September 10. Elections have not been held yet as many students have been helping fill their family's freezers for the winter. Our next meeting is scheduled for October 7.

## Students Participate in NOAA "Salmon in a Warming Climate" Webinar

Most of the students you see in this photo have not had the experiences of participating in traditional family subsistence fishing. Most don't know how to set a net. Most don't know the satisfaction of checking that fishnet. Most have never cut fish with a tavash. Most have never pulled off meat from a piece of salmon in the smokehouse. The learning connections about the traditions of river fishing between the generations is fast fading. Why? Our students explore some of the reasons and came up with their own questions and solutions. "Since the salmon are decreasing, is there also a decrease in the number of bears along the river?" "Why are pike not dying or other fish?" "Why are there more salmon in the ocean than there are in the rivers?" "How long does it take for a salmon to die in the warming water before they can spawn?" These, and many more are some of the questions our students asked of the biologists during the webinar.



## CROSS COUNTRY RUNNING and VOLLEYBALL

This past summer, the GASH tribes got together and began discussing the formation of an athletic consortia to help provide athletics to our students. The dream became a reality this fall when the GASH Tribal Consortia was born. Student expectations and responsibilities support our student handbook for grades, attendance, and behavior. Chaperones hired for the sports activities must also pass the required background checks and follow the shared chaperone guidelines required by IASD and the GASH tribes. Through our partnership with the Shageluk Tribe, in cooperation with the Innoko River School, our tribe hired coaches for the cross-country running team and the volleyball team. We look forward to our first cross-country meet with the GASH schools in Holy Cross.

## Special Guest and YouTube Creator and “Alone” Star: Clay Hayes –ARCHERY!

We had a special guest at our school, September 30, who brought our students some handmade bows and arrows and provided them with a mini-archery lesson.



## Student Head Count

As of September 30, 2025 we have: three preschoolers with Ms. Sharilyn Kriska, eight students in grades K-2 with Ms. Fritzie Sillabe, seven students in grades 3-5, twelve students in grades 7-12 with Joy Hamilton, and three adult In-Reach program students.

## FOOD SERVICE

We have a good supply of foods yet going into October especially since the moose meat processing took place by our students!



## Maintenance

Under our kitchen sink a leak has developed again. This part of our kitchen has always been a problem area with continued leaks and floor weakness around the sink and grease trap area.

The floor of the kitchen is also in dire need of replacing with numerous tears on the linoleum.



- ❖ There are still many projects to get at yet.
  - Boys shower/rest room
  - Tanks and tanks of unknown materials around the ball court need removing.
  - Kitchen service window
  - Kitchen floor and leak under the sink
  - Grease trap in the kitchen
  - New toilet paper dispensers
  - Light project in the gym
  - Many older lights in the school need replaced ballasts
  - Weather stripping on doors
  - Tank ladders for bulk fuel dipping safety

## Technology

Our community is running on 5G as of early September. We are grateful! The school's internet has been wonderful, responding to the load of MAP and DIBEL testing we went through several weeks ago. Multiple BenQ's streaming curriculum content with laptops and desktops running throughout the school does not seem to cause any lagging of the system.



Adam Hastings  
Principal Teacher  
Jeffrey A. Bader Memorial School  
Iditarod School District  
adamhastings@iditarodsd.org

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## School Board Report

### 1. Student Enrollment

Current enrollment stands at 19 students in grades K–9, plus 4 students enrolled in Pre-K.

### 2. Fall Assessments

Mclass/DIBELS testing was successfully completed on September 18. Results will be used to guide instruction and monitor student progress in literacy.

### 3. Family Engagement

We have launched our Family Literacy Nights, and participation was strong for the first session. These events support reading at home and help families engage in student learning.

We also have a “Muffins with Moms” event scheduled for Friday, October 3rd. This event is to invite all moms and women that support and mentor the students of the school to come in and have breakfast with students.

### 4. Hydroponics

We have a good garden of leafy greens growing in our hydroponics unit in the school. We will be serving this to students as well as giving it out to parents.

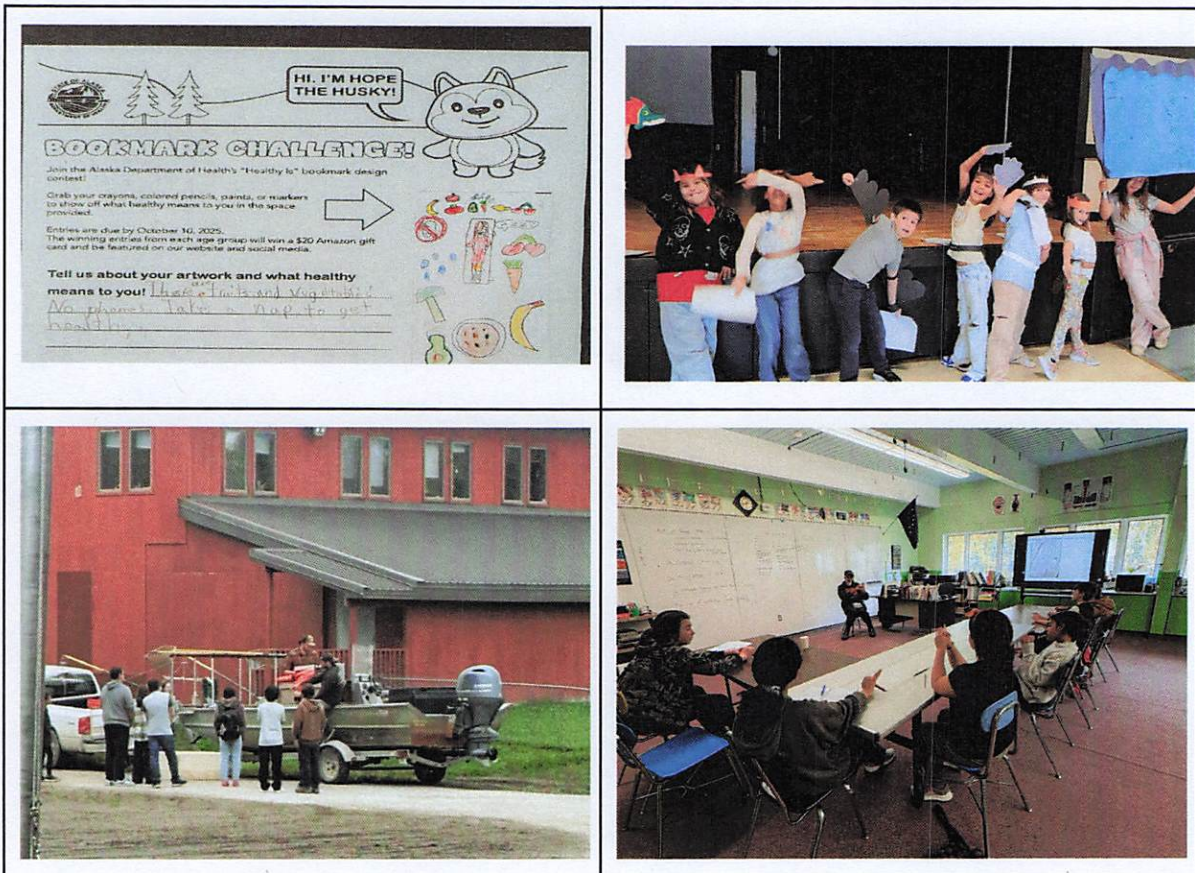
## Summary

Overall, the school year is off to a positive start. Enrollment remains steady, literacy assessments are complete, and family engagement initiatives are underway with encouraging participation.

Pre-K - 4 students  
K - 5 students  
1st - 1 student  
2nd - 2 students  
3rd - 3 students

4th - 1 student  
5th - 1 student  
7th - 4 students  
8th - 1 student  
9th - 2 students

McGrath School has had a few visitors this last month. We invited author and UAA professor, Don Reardon, to our school. Professor Reardon wrote several very popular books, including *The Raven's Gift*. While at the school, he worked with each age group and offered a community writers workshop in the afternoon. The Fish and Wildlife Agency is conducting a whitefish study, using electricity to shock the fish into submission, so that they can collect, count, and tag Broad Whitefish in the Kuskokwim River. The students got to tour the equipment which we requested to the grounds. VPSO Officer Hack visited students for Fire Prevention week and we have had guests from the Alaska Teacher Mentor project visit to offer support to our teaching staff. McGrath school is planning for the Halloween Carnival, slated for October 30th. McGrath School has 23 full-time students and 25 students including two part-time students from IDLC. The phone policy roll out has been largely successful with student and family cooperation. Productivity has increased, while interruptions, disruptions, and discipline issues have decreased. Students are helping us in this transition and being responsible with their time.







Dianne Blair  
Principal/Teacher - Takotna Community School  
Iditarod School District  
dianneblair@iditarodsd.org

September-October 2025 - Takotna Community School

Earlier this month, our very own Doug Heath, along with Clinton Goods, successfully installed backboards and baskets on our basketball court!

On September 24, my high school class and I hosted our Community Engagement, where we cooked Moose Soup and authentic Fry Bread. Doug Heath provided a huge, fresh, back strap roast. We began cutting the roast up at 8:45 am. We finished trimming and cutting at 10:30 am. We cut up 3lb onions, 5lb carrots, 10lb potatoes, and 2lb celery. We simmered the soup all day, and at 3pm, we began to add the cut-up vegetables. We put together our Fry Bread dough, allowing it to rise for an hour. By 4:15pm, we began shaping and frying the bread. Mrs. Tan joined in cutting vegetables, frying bread, and helping us get our chairs and tables arranged for the dinner. We had a lovely Community turnout, and were able to send each family home with generous bags of soup to share at home! We made roughly 11 gallons, and what we had left over was sent with students the following day! We were able to distribute MAP test scores to our parents, as well as go over our very busy October schedule.

Our Count days started today and we are thrilled to announce that we were indeed able to secure 10 students!

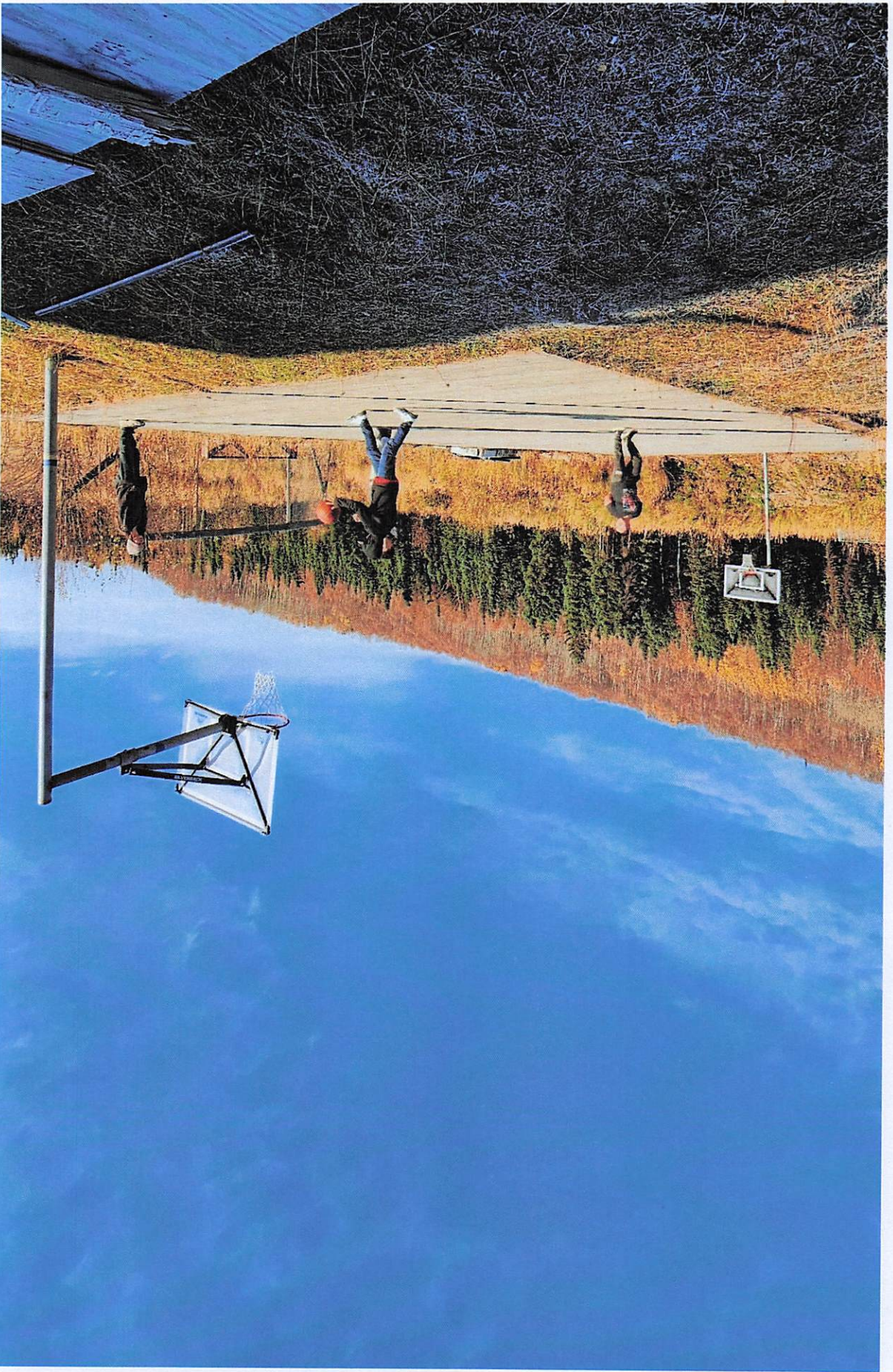
Tonight, we are welcoming our Fish Weir group - The Kuskokwim River Inter-Tribal Fish Commission! They are bringing pizzas and fruit for the presentation, being held between 5pm-8pm. They intend on discussing the improvements and new innovations they will be utilizing in next year's Fish Weir.

On October 13, we will be hosting our Family Literacy Night, where we will serve dinner, along with the distribution of Q1 report cards, and our AKSTAR results.

On October 24, we will be hosting our 4<sup>th</sup> Annual Halloween Lock-In! It will be held from 4pm-3am. There will be food galore, Halloween movies, cartoons, and some neat art opportunities! Great fun!

There are 2 SGA meetings this month, as well. We are shaping up to be super busy for the month of October!

Thank You!  
Dianne Blair











BLAIR









Top of the Kuskokwim School in Nikolai

School Board Report, October, 2025

TOKS recently enrolled 2 students, a third grader and a sixth grader. We have also added one more ECE student. Our enrollment stands at 3 in ECE and 14 in grades K-11.

Oct. 3rd we held our first Family Literacy Night. The theme was "Moose." The PT read the informational text on moose, and led a brief discussion. Later, parents, guardians and older siblings read picture books to the elementary children in small groups. Many books for the small group sessions were from the recently arrived Battle of the Books. Around 30 people attended. Our evening culminated with a pizza and salad dinner.

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**Iditarod Distance Learning Center Board Report  
October 2025**

Dear Members of the Board,

The Iditarod Distance Learning Center is pleased to report continued growth and engagement this month. We have welcomed **four additional families** into our program, reflecting ongoing interest in and trust toward our homeschool program. Our staff continues to work diligently to provide these families with a smooth onboarding process, providing quick and timely reimbursements for learning expenses, as well as ensuring they feel supported and connected from the start.

We would also like to take a moment to recognize **our dedicated teacher, Ms Adrienne Wright**, whose exceptional communication with families and commitment to student success truly stands out. She consistently goes above and beyond to meet the individual needs of her students—adapting curriculum needs, maintaining regular contact with families, and ensuring that each learner receives the full benefit of what our district has to offer. Her efforts exemplify the mission and spirit of the Iditarod Area School District.

We are proud of the progress being made and the continued collaboration between families, students, and staff that makes our Distance Learning Center a strong and supportive educational community.

Respectfully submitted,

**Ann Gilpatrick**

Secretary

Iditarod Distance Learning Center



# AASB's 72nd ANNUAL CONFERENCE & Youth Leadership Institute

This November, we're excited to host our Annual Conference at a *new venue* — the Egan Convention Center in Anchorage! As Alaska's largest gathering of school board members and district leaders, this event offers unparalleled opportunities to connect, learn, and lead.

This year's program includes expert keynote speakers, roundtables, like-sized district forums, shared meals, and over 15 breakout sessions on timely education topics. Plus, the Youth Leadership Institute (YLI) returns, bringing high school students together to build leadership skills and inspire change in their schools and communities.



## Friday Keynote Speaker

*Jeff Utecht*

Jeff Utecht, global education leader and innovator, will explore the intersection of education and technology, highlighting Generational Leadership & Understanding. With experience supporting over 75,000 educators worldwide, he inspires schools to reimagine learning for the next generation.

Saturday Keynote Speaker Details Coming Soon!

**Breakfast starts at 7:00 am each day.**

### Thursday, November 13: Pre-Conference Sessions (8:30 am - 4:30 pm)

- **Ready, Set, Govern!:** New School Board Member Training
- **Experienced Board Member Academy:** Finance Essentials for School Boards
- **Resolutions Committee Meeting:** Make sure your district has a voice to review and shape resolutions that will guide AASB's advocacy and priorities for the coming year.
- **Youth Leadership Institute:** Day 1 (goes through Sunday)

Lunch on your own: 12:00 - 1:30 pm

For more information, visit [www.aasb.org](http://www.aasb.org)

# AASB's 2025 Annual Conference At-A-Glance Agenda

**Breakfast starts at 7:00 am each day. Lunch provided Friday and Saturday.**

## Friday, November 14 - Traditional Wear Day!

8:00 - 9:45 am	<b>General Session</b> <i>Keynote Speaker: Jeff Utecht</i>
10:00 - 11:15 am	<b>Morning Breakout Sessions</b>
11:15 - 11:45 am	<b>Exhibitor Booth Exploration</b> <i>Visit exhibitor booths and explore sponsor offerings</i>
11:45 am - 1:15 pm	<b>Awards Luncheon</b> <i>Honoring the Outstanding School Board, Carl Rose Governance Award winner, and the Superintendent of the Year</i>
1:30 - 2:30 pm	<b>Afternoon Breakout Sessions</b>
2:45 - 4:15 pm	<b>Snapshot Sessions</b> <i>Attend four "mini" information sessions on a variety of topics</i>
5:30 - 7:00 pm	<b>June Nelson Memorial Scholarship Fundraiser</b> (Light snacks will be served) <i>An Annual Tradition to raise money that goes directly to student scholarships for post-secondary education. We welcome auction items!</i>

## Saturday, November 15

8:00 - 9:30 am	<b>General Session</b> <i>Keynote Speaker</i>
9:45 - 10:45 am	<b>Morning Breakout Sessions</b>
11 am - 12 pm	<b>Afternoon Breakout Sessions</b>
12:00 - 12:30 pm	<b>Exhibitor Booth Exploration</b> <i>Visit exhibitor booths and explore sponsor offerings</i>
12:30 - 1:45 pm	<b>Business Meeting Luncheon</b> (all school board members) <i>Executive Director's annual report, State of the Association report, Board of Directors Nomination speeches</i>
2:00 - 3:30 pm	<b>Roundtables</b> <i>Opportunity for School Board Members &amp; students to share and learn about issues and opportunities in your districts</i>
3:45 - 5:00 pm	<b>Like-Size District Forums</b> <i>Connect with districts to review and align on resolutions in preparation for Sunday's Delegate Assembly</i>
4:00 - 5:00 pm	<b>Superintendent's Meeting</b> <i>An opportunity for superintendents to connect with AASB &amp; ASA Executive Directors</i>

## Sunday, November 16

7:30 - 8:00 am	<b>Optional Inspirational Service</b>
8:00 am	<b>General Session</b> <i>Youth Leadership Institute Panel</i>
By 9:00 am	<b>AASB Business Meeting &amp; Delegate Assembly</b> <i>with door prizes! Resolutions passed will set the legislative agenda for AASB this coming year</i>

**For more information, visit [www.aasb.org](http://www.aasb.org)**

## **Board of Education**

Tuesday, September 9, 2025 Alaska Time  
Zoom, P.O. Box 90, McGrath, Alaska 99627

Attendance Taken at 4:16 PM.

Kathy Chase: Present  
Alice Dale: Present  
Rudy Hamilton: Present  
Doug Heath: Present  
Ann Short: Present  
Robert Walker: Present  
Kim Wortman: Present

Attendance Update Taken at 4:55 PM.

Ann Short: Absent

- I. Call to Order  
4:16
- II. Roll Call
- III. Mission Statement
- IV. Introduction of Guests
- V. Director Reports  
Lisa Summarized Finance report. No Surprises.  
\$700 bsa will stave off the wolves. It has been pretty quiet in Juneau Count Sept 29th through Oct 30th, its important to have students attend school for funding. No Questions  
Kyle, Discussed with John and ann and Ali about enrollment drops. Blackwell is below 10. Rudy discussed Lime Village closure. John said the state updated policy of funding for schools closing due to enrollment. Funding will stay in place through March of second semester.  
Casey: Casey asked if there were any questions.  
Bob Sumarized grants and IDLC enrollment and reason behind leaving.  
Ann Sumarized and answered questions about portion control, Inventory and Menu from Ali, Kim and Doug.

John summarized report. Robert said they're having a Community moose soup dinner on the 11th of Sept, it would be great if John would be there as well.

VI. Site Reports

VII. Recognition and Awards

John, Rec from Joyanne and Dana  
Joyanne: Jollibe, Alice Deacon,  
Dana: Marie Goloran, Mrs Mabelle, CC Solomon,  
Emily Deacon

VIII. Communications to the Board

IX. Public Comment

X. Approval of Agenda

Motion to approve agenda. This motion, made by Kathy Chase and seconded by Rudy Hamilton, Carried.

Kathy Chase: Yea

Alice Dale: Yea

Rudy Hamilton: Yea

Doug Heath: Yea

Ann Short: Yea

Robert Walker: Yea

Kim Wortman: Yea

Yea: 7, Nay: 0

X.A. Agenda Modification

XI. Approval of Consent Agenda Items

Motion to approve 26-. This motion, made by Kathy Chase and seconded by Doug Heath, Carried.

Kathy Chase: Yea

Alice Dale: Yea

Rudy Hamilton: Yea

Doug Heath: Yea

Ann Short: Absent

Robert Walker: Yea

Kim Wortman: Yea

Yea: 6, Nay: 0, Absent: 1

XII. Old Business

XIII. New Business

XIII.A. 26-05 Cell Phone Policy

XIII.B. 26-06 25-26SY Student/Parent Handbook

XIII.C. 26-07 Aug 19 Regular Board Meeting  
Minutes

XIV. Discussion Agenda

XV. Final Items

Doug: Thank you to all PT and Teachers and staff  
for making the school year great.

Kathy, Ssecond what doug said, thank you to Adam  
and his wife and Jason and his wife and all the aides.  
Everything is going smooth.

Rudy: Same thing I'll third it. Heartening to hear  
about the count. Anchorage trip for AASB he'd like  
to go.

Robert: Thank you Trying times too in Anvik,  
Thank you to the staff and hoping that enrollment  
increases.

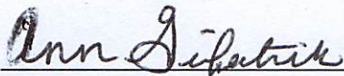
Kim: Thank you to everyone Excited to see how this  
school year goes.

Ali: Same here a little concerning on the numbers, it  
is what it is. Hopefully we can get those sites figured  
out soon. Thank you to all the teachers.

XV.A. Future Agenda Items

XVI. Adjournment

Adjourn at 5:01

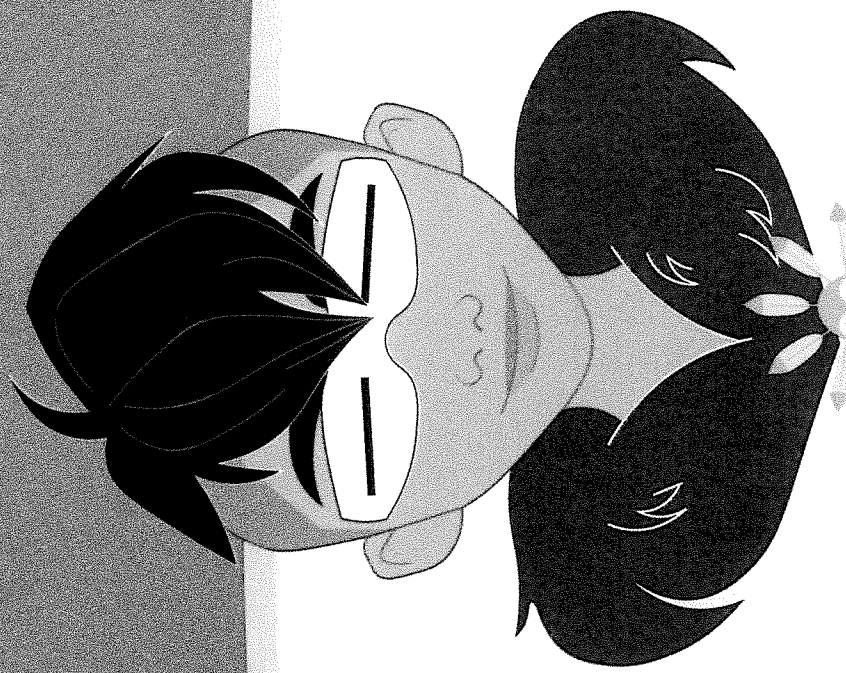


Board Secretary

McGrath Regional Health Center  
907-524-3299  
Southcentralfoundation.com



**Southcentral  
Foundation**



# GROW

**WITH STRENGTH**

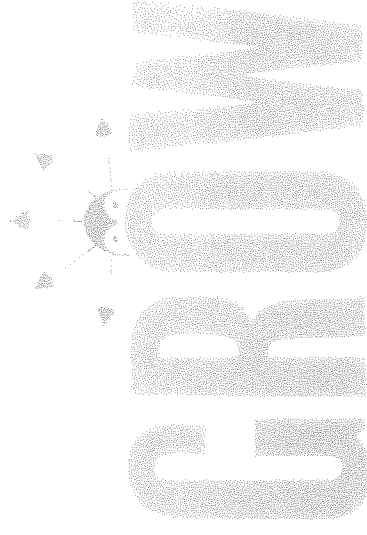
COMFORTABLE | CONFIDENT | STRONG

**Introduction to Puberty, Hygiene  
Care, and Beyond**

Puberty is the duration of time when children grow into young adults experiencing physical and emotional changes. It is important to be aware of the changes that come with puberty, so you know what to expect.

Most males begin puberty between the ages of 9-14, but it can begin either earlier or later. Puberty begins when chemical messengers from the brain, called hormones, trigger a response. In males, many changes happen during puberty, including growth and development. For example, the pituitary gland in the brain produces hormones that signal the testicles to make testosterone, which contributes to sperm production. Other hormones from the adrenal glands lead to the growth of pubic and underarm hair, cause body odor, and sometimes acne.

This booklet will discuss the changes that occur during puberty and how to care for and prepare yourself. Grow with strength and remember your body is amazing and all the things that come during puberty are completely natural and normal.



## WITH STRENGTH

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McGrath Regional Health Center | 907-524-3299



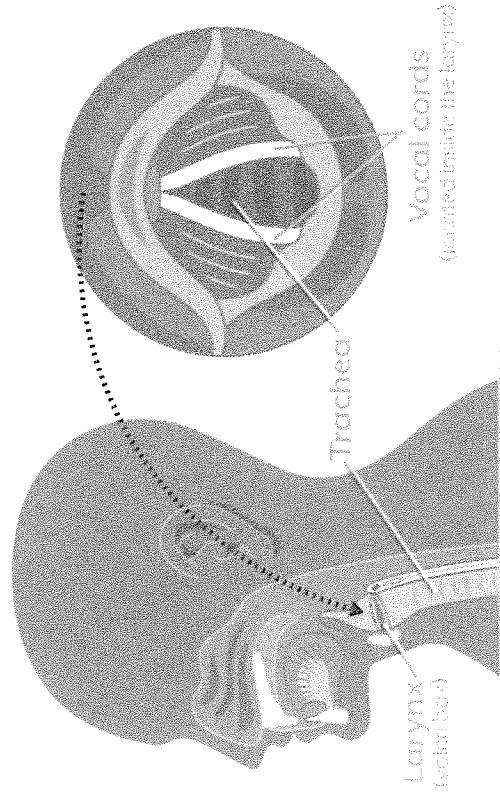
## Growth Spurt Gains: Physical Changes

### Notes:

For most males, the first physical changes of puberty start with the testicles and the pouch of skin around the testicles (scrotum) getting bigger. The penis and testes will continue to increase in size and erections may happen. Later, hair growth in the pubic area, legs, under the arms, chest, and face will occur. Changes to skin glands also occur, which can cause oily skin, acne, and body odor.

Body shapes and sizes change as they grow and develop. Sometimes feet, arms, legs, and hands may grow faster than the rest of the body. During puberty, males will gain weight and muscle, and shoulders will broaden. A growth spurt usually occurs between ages 12-15. Most boys finish growing by age 17 but may continue growing through their early twenties.

Voice changes will happen. The larynx, located in the middle of the throat, is responsible for creating voice sounds. A male's voice may crack or break while the body is getting used to the changing size of his larynx. Cracks of the voice do not occur every time a male speaks, and cracks typically only last for a few months. Once the larynx has grown, the voice becomes more stable and easier to control. Even after this initial change occurs, the voice continues to develop. Most male voices do not fully mature until their twenties.



*Use a moisturizer.* When the skin becomes dry, the body will produce more oil, which can clog pores and cause breakouts. If you have acne-prone skin, look for a moisturizer that describes the product as oil-free, non-comedogenic (will not clog pores), and fragrance-free on the container.

*Protect your skin from the sun.* Use sunscreen with an SPF of at least 30 or higher. Note that some skincare products and medications (especially for acne) can increase the skin's sensitivity to the sun.

*Avoid touching your face and picking or popping pimples.* While it is tempting to touch, pick, pop, or squeeze acne, doing so can cause it to flare, take longer to clear, and increase risk of scarring.

*Use clean towels and pillowcases.*

*Wash your hair.* Keeping your hair clean and out of your face helps to prevent dirt and oil from clogging your pores.

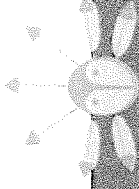
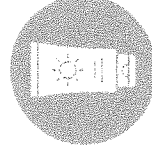
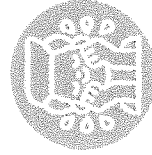
*Keep glasses clean.* Clean glasses often to keep oil from clogging the pores around your eyes and nose.

*Use over-the-counter creams and ointments as needed to control breakouts.*

*If you get acne on your body, avoid wearing tight clothes.* Tight clothes do not allow the skin to breathe and can cause irritation.

*Nourish your skin from the inside out.* A diet rich in fruits, vegetables, and lean proteins combined with plenty of water can nourish your skin and leave you feeling better overall.

Acne does take time to clear, however, if acne becomes severe or persistent, talk to your provider. Your provider can discuss other strategies and medications to help manage acne.



## ABOUT SHAVING

Some boys may begin to show interest in shaving their face and other areas on the body around the time they reach middle school. This is a personal choice. If desired, talk to a trusted adult about how to properly use a razor. Here are some additional tips to help avoid skin irritation or cuts if you choose to shave.

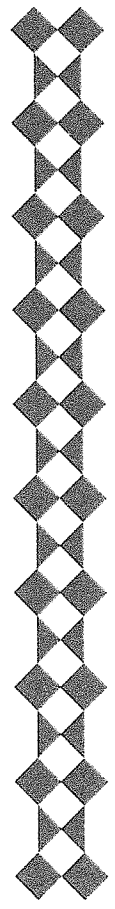
- **Wet the skin and use shaving gel or cream.** Shaving on dry skin can scratch and irritate the skin. Shaving gel or cream helps avoid cuts. It is easiest to shave in the shower or bathtub when the skin is already wet.
- **Use light pressure and shave in the direction of hair growth.** Pressing too hard on the razor can shave off skin. Use extra caution and go slow, especially on the face, neck, and joints, to avoid nicking the skin.
- **For the face, use an after-shave and take special care if you have acne.** After-shave helps reduce and sooth irritation from shaving by providing soothing relief and hydration. If you have acne, try experimenting with an electric or disposable razor to see what works best for you. Do not shave if it can make it worse.
- **Replace the razor or its blade often.** A dull blade is likely to scrape and irritate the skin.
- **Do not share razors.** This can spread bacteria and cause skin infections.

## Emotional Changes

During puberty, you may begin to experience different thoughts and feelings. These are natural. Just as hormones change the way the body looks on the outside, they also change how you feel on the inside. While the body is adjusting to all the new hormones, so is your mind. Here are some emotional changes and some strategies to help.

EMOTIONAL CHANGES	WHAT CAN HELP
Moodiness	<ul style="list-style-type: none"> <li>Recognize that these symptoms are common.</li> <li>Eat a balanced diet with nutrient-dense foods.</li> <li>Exercise</li> <li>Avoid caffeine</li> <li>Develop a sleep schedule and rest when needed.</li> <li>Self-care: art, watching movies, journaling, reading, etc.</li> <li>Get support by talking to a trusted adult, friend, teacher, nurse or provider.</li> </ul>
Anxiousness	
Depression	
Intense feelings	
Challenges in focusing	

*"If any of these emotional changes impact your daily life (school, work, extracurriculars, etc.) or are of concern to you, talk with your provider. Your provider can discuss other strategies and medications that can help."*

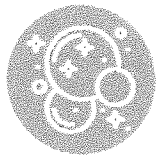


## Stay Fresh: Hygiene Tips

Puberty causes all sorts of changes. Your skin and scalp may suddenly get oily very easily, or you may seem to sweat for no reason. Sweat comes out of the skin through pores when the body gets hot. It is made of mostly water and tiny amounts of naturally occurring chemicals. By itself, sweat does not have a smell, but when it comes into contact with bacteria on the skin (which everyone has), it may cause a variety of body odors. Here are some ways to stay fresh and reduce body odor:



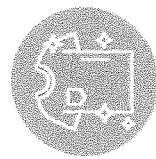
Shower or bathe daily using mild soap, especially after playing sports, recreational activities, or sweating a lot (like on a hot day).



Control oily hair by washing with shampoo every other day. Remember, oil comes from pores so be sure to scrub your scalp.



Use deodorant/antiperspirant on underarms in the armpit areas. This helps stop the smell and sweat.



Wear clean clothes, especially socks and underwear.

## Skincare and Acne

Changing hormones causes oils to build up on the skin and can sometimes clog pores, resulting in acne. Acne is common on the face, back, or chest. Here are some quick tips to care for your skin and help reduce the occurrence and care for acne.

- Keep your skin clean. Wash your face daily, in the morning and evening, with warm water and a gentle cleanser.

## Other Frequently Asked Questions

Learn more about testicles and how to take care of them. The testicles look like this:

Alongside the testicles are the epididymis and vas deferens, which transport sperm. The epididymis and testicles are in a pouchlike structure outside the pelvis called the scrotum. This bag of skin helps regulate the temperature of the testicles, which needs to be kept cooler than body temperature for sperm production. The scrotum changes in size to maintain the right temperature. When the body is cold, the scrotum shrinks and becomes tighter to hold in body heat. When it is warm, it will get larger and floppier to get rid of excess heat. This happens naturally without any thought as the brain and nervous system cue the scrotum to change size as needed.

A foreskin is a fold of skin at the end of the penis covering the glans that all boys are born with. Some males are circumcised, meaning their foreskin was removed. Circumcision is usually done during a baby boy's first few days of life. Males who have a circumcised penis and those who do not are no different. All penises function and feel the same regardless of whether the foreskin has been removed.

Wear underwear that is comfortable. Some males like boxer shorts because they are loose and easy to put on and take off. Others like briefs because they feel more supportive, especially during physical activity. Try different kinds of underwear to see what works best for you.

## When To Speak With a Provider

It is important to recognize the signs of a problem and talk with your provider if something is out of the ordinary or of concern to you. Some things to watch for include if you:

- Are 15 and have not started showing signs of puberty
- Have heavy acne that does not go away
- Have severe pain associated with growth spurts
- Experience signs of depression, anxiety, or other mental health conditions
- Experience pain in the penis or testicles



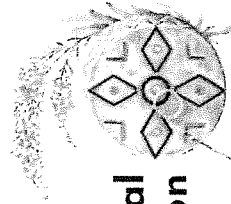
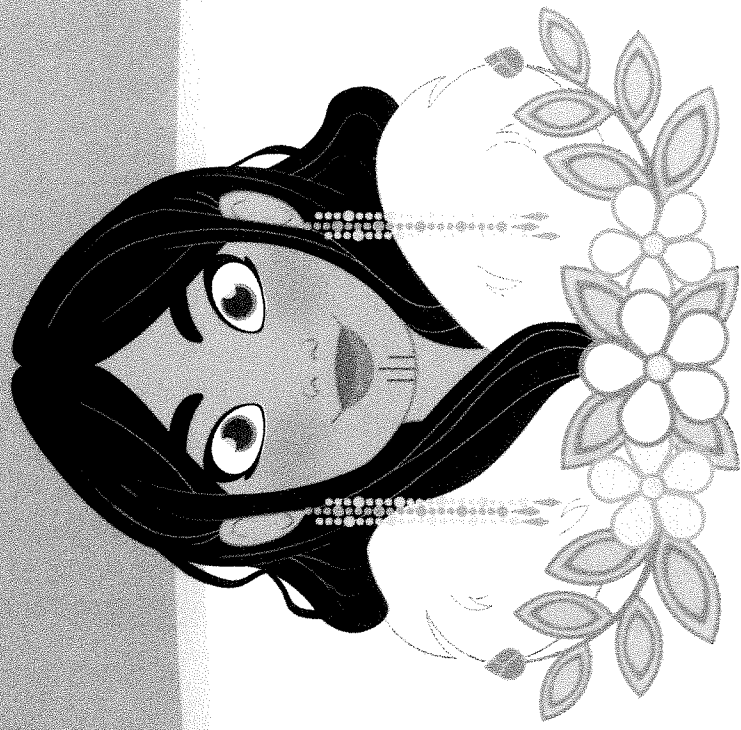
**WITH STRENGTH**

COMFORTABLE • CONFIDENT • STRONG

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**Southcentral  
Foundation**

# FLOW

with Confidence

Comfortable \* Confident \* Beautiful

Introduction to Periods, Period  
Care, and Beyond

# Notes:



with an applicator that guides the tampon into place. If using this care product, it is important to change the product every 4-6 hours.

#### MENSTRUAL CUP:

Menstrual cups are bell-shaped cups typically made of silicone, latex, or rubber and are used by inserting them into the vagina. A cup holds the blood until it is emptied by the user. These come in different shapes, sizes, and absorbency levels.

#### PERIOD UNDERWEAR:

Washable and reusable period underwear are designed to collect blood. These come in different absorbency levels, sizes, and styles.



#### PERIOD PRODUCT TIPS:

Period care products come in different sizes and absorption levels such as light, regular, super, and super plus. You can start with a light tampon, regular pad, or a cup size 0, etc., however, if you are bleeding through the lighter version of the period care product, try using a larger size/absorption level. It is hard to know what size works for you until you try.

#### When to Change Period Care Products

Most girls need to change their pad, tampon, menstrual cup, or other period care product about 3-6 times a day. Change your period products according to their package instructions. Changing products regularly prevents leaks and reduces the risk of odor, irritation, and infection. Remember to wash your hands well before and after changing period care products.

#### TAMPON HIGHLIGHT:

It is important to note that tampons must be removed and changed regularly, every four to six hours, or as directed by the manufacturer. They should not be left in for longer than eight hours. Leaving tampons in too long can increase the risk of a serious infection called toxic shock syndrome.

#### Caring for Cramps and Period Pain

Period pain is very common, especially during the first few days of a period. Here are some ways you can help manage your pain:

- Apply a warm heating pad on your belly or lower back.
- Take a warm shower or bath.
- This can help you relax.
- Take over the counter pain medication such as ibuprofen (Advil or Motrin), or naproxen (Aleve) to help with cramping pains.
- Lay down with a pillow under the knees to relieve stomach pressure.
- Light exercise
- Sleep and rest
- Use pads or period underwear to relieve vaginal discomfort from a tampon or menstrual cup.

#### Managing Other Period Symptoms

CATEGORY	SYMPTOMS	WHAT CAN HELP
PHYSICAL	Acne	Hygiene, facial cleansers, or serums and treatments.
	Bleeding	Lower salt in your diet
	Cravings	Eat a balanced diet with nutrient dense foods.
EMOTIONAL	Moodiness	<ul style="list-style-type: none"> <li>• Recognize that these symptoms are common</li> <li>• Regular exercise</li> <li>• Avoid caffeine</li> <li>• Sleep and rest</li> <li>• Self-care such as art, baths, watching movies, journaling, reading, etc.)</li> </ul>
	Anxiousness	
	Depression	
	Intense crying	
	Challenges in focusing	
Challenges in sleep patterns		

If any of these symptoms impact your daily life (school, work, extracurriculars, etc.), talk with your provider. Your provider can discuss other strategies and medications can help cope with symptoms.



## Skincare and Acne

Changing hormones causes oils to build up on the skin and can sometimes clog pores, resulting in acne. Acne is common on the face, back, or chest. Here are some quick tips to care for your skin and help reduce the occurrence and care for acne.

- *Keep your skin clean.* Wash your face daily, in the morning and evening, with warm water and a gentle cleanser.
- *Use a moisturizer.* When the skin becomes dry, the body will produce more oil, which can clog pores and cause breakouts. If you have acne-prone skin, look for a moisturizer that describes the product as oil-free, non-comedogenic (will not clog pores), and fragrance-free on the container.
- *Protect your skin from the sun.* Use sunscreen with an SPF of at least 30 or higher. Note that some skincare products and medications (especially for acne) can increase the skin's sensitivity to the sun.
- *Avoid touching your face and picking or popping pimples.* While it is tempting to touch, pick, pop, or squeeze acne, doing so can cause it to flare, take longer to clear, and increase risk of scarring.
- *Use clean towels and pillowcases.*
- *Wash your hair.* Keeping your hair clean and out of your face helps to prevent dirt and oil from clogging your pores.
- *Keep glasses clean.* Clean glasses often to keep oil from clogging the pores around your eyes and nose.
- *Use over the counter/ creams and ointments as needed to control breakouts.*
- *If you get acne on your body, avoid wearing tight clothes.* Tight clothes do not allow the skin to breathe and can cause irritation.
- *Nourish your skin from the inside out.* A diet rich in fruits, vegetables, and lean proteins combined with plenty of water can nourish your skin and leave you feeling better overall.

## How Much Blood to Expect

It may look like a lot of blood, but females only lose a few tablespoons of blood during their entire menstrual cycle. You may see some blood clots on occasion that should not happen regularly or be bigger than the size of a quarter. If you do experience large or frequent blood clots, connect with your primary care provider.



### NOTE:

If you bleed through more than one pad or tampon per hour, connect with your primary care provider right away as this can indicate a medical emergency. Heavy bleeding can result in light-headedness, dizziness, or even passing out.

## Period Care Products

Use period care products that you are comfortable with. Try different products to see what works best for you. Examples include:



### PADS:

Most girls use pads when they first get their period. Pads are made of absorbent material that catches period blood. They come in different sizes and shapes and have adhesive strips or wings that stick to the inside of underwear.

### PANTYLINERS:

Pantliners are similar to pads. They are made of absorbent material and have adhesive strips, usually without wings, which attach to the inside of underwear. These can be used with a tampon as extra protection in case of overflow, at the end of a period when the flow is at its lightest, during spotting, or to absorb vaginal discharge anytime throughout the menstrual cycle.

### TAMPONS:

Some females find these to be more convenient than pads, especially when playing sports or swimming. A tampon is made of absorbent material that catches blood inside of the vagina. Most tampons come

Acne does take time to clear, however, if acne becomes severe or persistent, talk to your provider. Your provider can discuss other strategies and medications to help manage acne.

### Markers for Period Health: When to Speak With a Provider

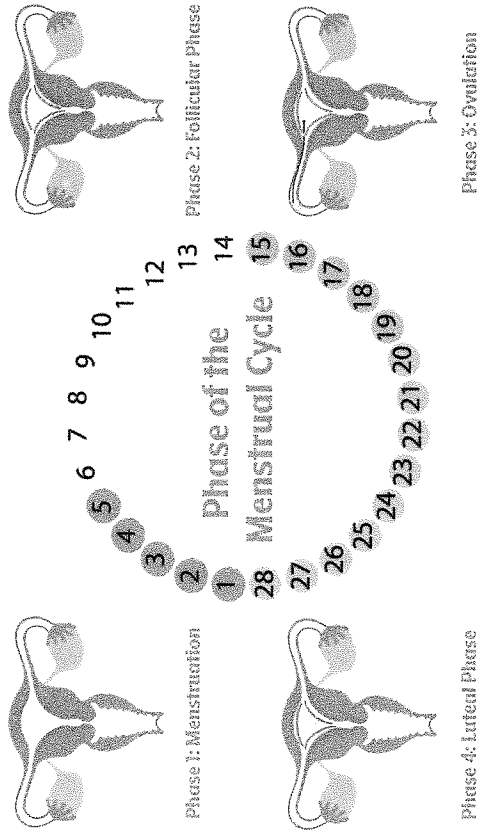
The quality of your period says a lot about your health. It is important to recognize signs of a problem and connect with your primary care provider if something is out of the ordinary or of concern for you. Some things to watch for include if you:

- Are 15 years old and have not started your period yet.
- Have had your period for more than two years and it is still irregular (regular is every 4-5 weeks).
- Have missed periods.
- Have bleeding or spotting between periods.
- Have severe cramps that do not get better with pain management.
- Have very heavy bleeding (bleeding that goes through a pad or tampon faster than one hour).
- Consistently have periods that last more than a week.
- Period symptoms get in the way of everyday activities.



#### HIGHLIGHT: MENSTRUAL CYCLE

A menstrual cycle is the female reproductive process that begins at puberty with the first period (menarche) and ends approximately after the last menstrual cycle and is period management. It has four phases: menstruation, follicular phase, ovulation, and luteal phase. Menstruation, or a period, marks the beginning of the menstrual cycle.



\*Note this is based on an average 28 day cycle.

#### Typical Period Symptoms

Symptoms during menstruation vary from person to person. Slight discomfort is normal as your body and hormones go through a cycle each month. Some symptoms can happen before, during, or after your period and may include:

- Acne breakouts
- Headache and fatigue
- Moodiness
- Breast tenderness
- Cramps, bloating and stomach issues
- Change in appetite

Listen to your body. If you notice a symptom feels different or worse, keep note of it. If pain or discomfort becomes unbearable or it is something out of the ordinary for you, talk with your provider.

## Frequently Asked Questions:

### Can I shower while I am on my period?

Yes! Having a shower or bath can help you relax and is important for hygiene. During a bath, you may not leak blood because of the counter pressure of the water, but your menstrual cycle will continue in the shower or in a pool.

Be sure to wash the outside of your genitals with unscented soap and water. Unscented soap is encouraged because this area is sensitive and scents can sometimes cause infections.

### How do I remove period stains?

Use cold water to remove period stains from your underwear or clothes. Let old stains sit in cold water overnight. Try vinegar and baking soda for more difficult stains.

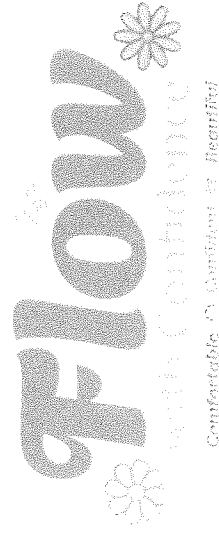
### Can other people smell my period?

While every person has their own unique scent, menstrual blood itself has no foul odor. Change your period products according to their package instructions to avoid bad odor and infections.

### What else should I know?

Prepare for your period by packing a period kit. Fill a pouch with products that will help you feel prepared. Your period pack can include pads or products of your choice and something to help with your period cramps or discomforts. Remember to stay hydrated and carry a water bottle with you.

Getting your period is part of your menstrual cycle and it is completely normal. If you have any questions about periods, ask your provider, nurse, parent, teacher, or other trusted adult.



## Before Your First Period

For most females, the first physical changes to occur during puberty are breast development and hair growth in the pubic area, legs, and underarms.

### SHAVING TIPS:

Some girls may begin to show interest in shaving their legs and armpits around the time they reach middle school. This is a personal choice. If desired, talk to a trusted adult about how to properly use a razor. Here are some additional tips to help avoid skin irritation or cuts when shaving.

- Wet the skin and use shaving gel or cream. Shaving on dry skin can scratch and irritate the skin. It is easiest to shave in the shower or bathtub when the skin is already wet. Shaving gel or cream will help avoid cuts.
- Use light pressure. Pressing too hard on the razor can shave off some the skin. Use extra caution around the knees and ankles to avoid nicking the skin.
- Replace the razor or its blade often. A dull blade is likely to scrape and irritate the skin.
- Do not share razors. Sharing razors can spread bacteria and cause skin infections.

## Your First Period

Most girls get their first period when they are around age 12, but sometimes it comes a few years earlier or later. Every girl's body has its own unique schedule. Some may experience a small to moderate amount of clear or white vaginal discharge. This may start 6-12 months before their first period. This is a normal response to growing amounts of hormones in their body.

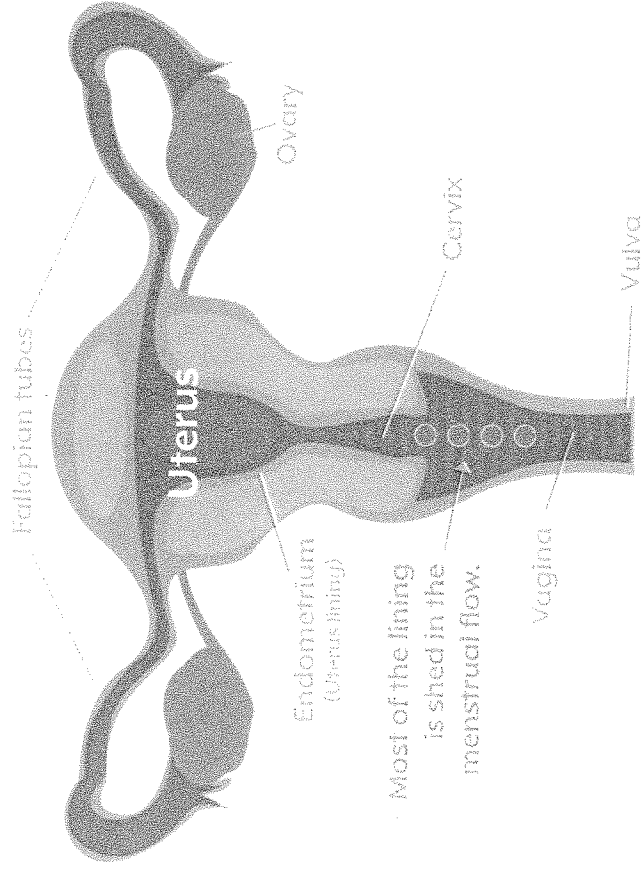
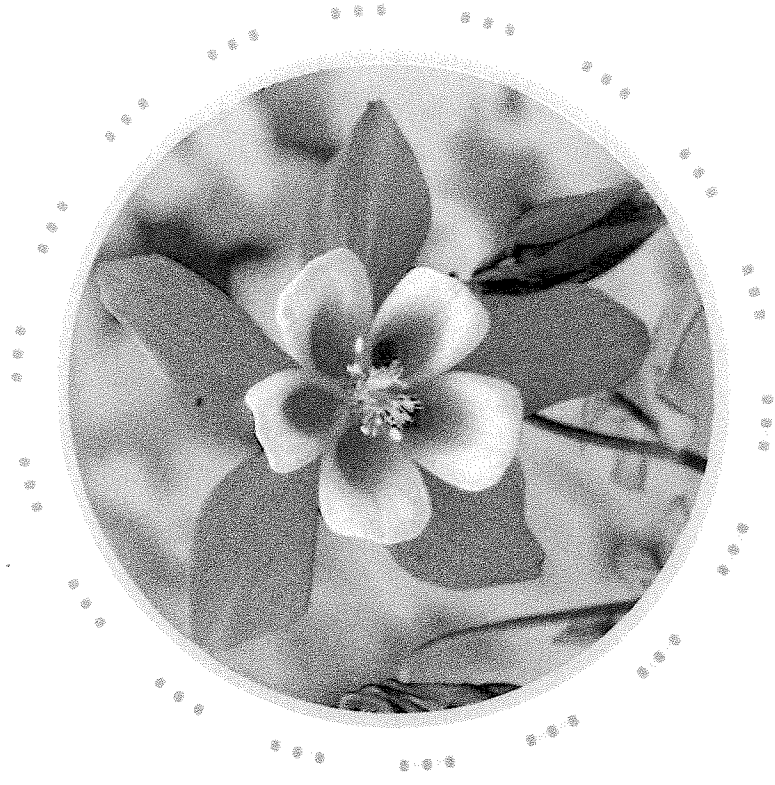
## Menstrual Cycles

A period happens on average, every 28-34 days with bleeding lasting between 3-7 days. Each cycle is different and can vary. The first two years a female's period can be more irregular, meaning it may not occur every month or they may bleed longer than 3-7 days.

A journal, calendar, or app can help track your menstrual cycle. For additional help tracking periods, talk to a trusted adult or your provider.

## What is a Period?

A period, or menstruation, is the normal release of blood from the uterus out through the cervix and the vagina. It is driven by hormones. These hormones cause the lining of the uterus to thicken. This happens so if a pregnancy were to occur, an egg can implant into the lining. Hormones cause the ovaries to release an egg, which is called ovulation. The egg moves down the fallopian tubes. If the egg is not fertilized, pregnancy does not occur. The lining of the uterus will then break down and your period will start.



### SOURCES:

- American Academy of Pediatrics
- American College of Obstetricians and Gynecologists
- Brown Health University
- Cleveland Clinic
- British Library of Medicine
- National Council on Fertility and Sterility
- Planned Parenthood
- Uterus Health Center

Notes:

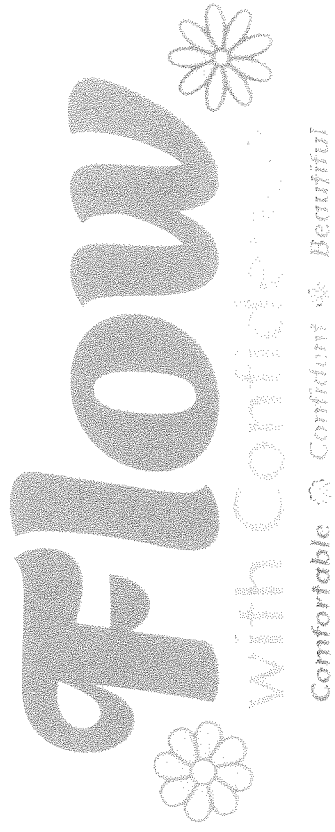


## Introduction

Puberty is a duration of time when children grow into young adults through physical and emotional changes. It is important to be aware of changes that come with puberty so you know what to expect.

Most females begin puberty between ages 8 -13 years of age, but it can also be normal to start earlier or later. Puberty begins with chemical messengers called hormones from the brain that trigger a response. In females, many changes happen. Hormones trigger responses in the body that cause growth and development. For example, the pituitary gland in the brain produces hormones that signal the ovaries to make the hormones estrogen and progesterone triggering the menstrual cycle. Other hormones from the adrenal glands lead to the growth of pubic and underarm hair, body odor, and acne.

This booklet will discuss menstruation, commonly known as periods, and how to care for yourself. Flow with confidence by knowing what to expect and how to prepare for it. Remember, your body is amazing, and periods are completely normal.



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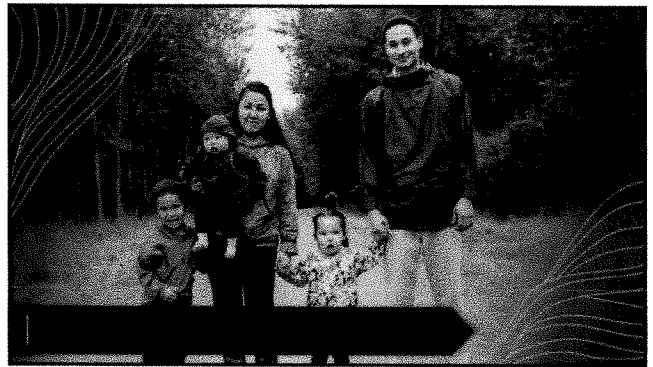
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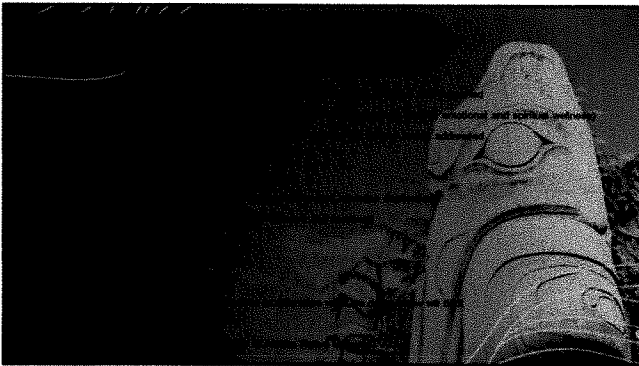
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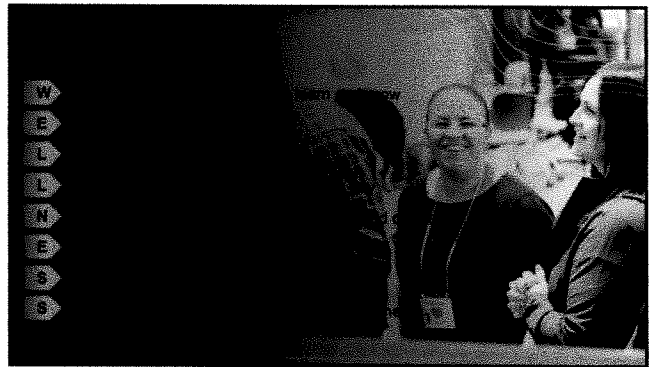
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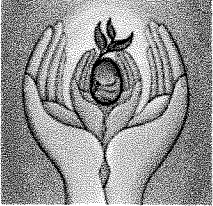
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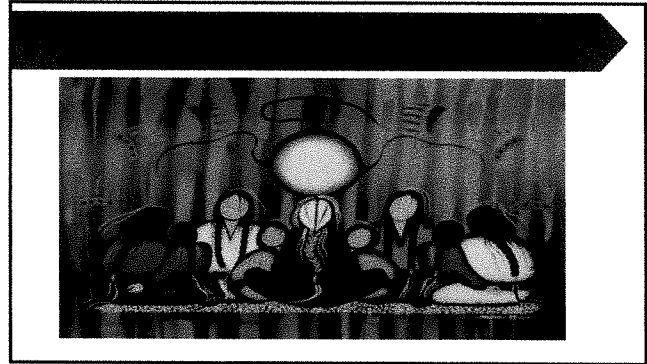
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- ❖ There are NO dumb questions
- ❖ Be respectful of others
- ❖ Be respectful of the subject matter
- ❖ Be MATURE

If we don't talk, how will we know?




7




8

- ❖ Trust
- ❖ Respect
- ❖ Honesty
- ❖ Equality
- ❖ Responsibility
- ❖ One partner
- ❖ Others?




9



- ❖ Abuse (physical and emotional)
- ❖ Insults
- ❖ Control
- ❖ Pressure
- ❖ Manipulation
- ❖ Others?

10

- ❖ Freely given, reversible, informed, enthusiastic, and specific (FRIES)
- ❖ Why does it matter?
- ❖ Can someone drunk or high give consent?
- ❖ Can someone asleep or passed out give consent?
- ❖ Can someone below the age of consent or much younger than you give consent?



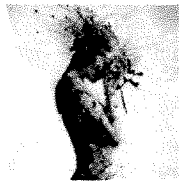
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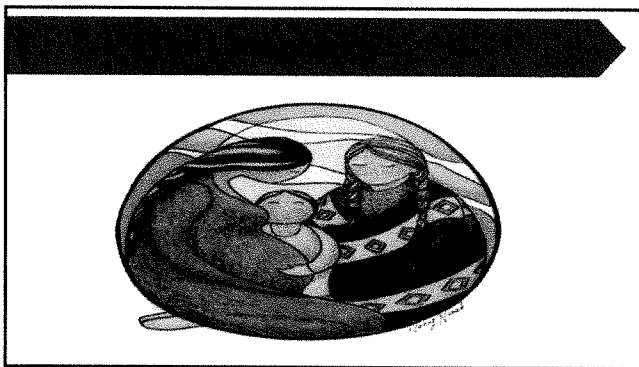
- ❖ Age of consent: minimum age in which a person can consent to sexual activities
- ❖ When a person involved in sex is under 16 yo, AK law looks at the differences in ages to decide if that person is legally able to agree to sex.
- ❖ No one over 16 yo can have sex with someone who is 13 yo or younger
- ❖ It is a crime for a person in position of authority (teacher, minister, coach) to have sex with a younger person

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- ❖ Non-consensual sexual intercourse
- ❖ Can involve physical force, threats, pressure, or taking advantage of someone who cannot consent
- ❖ Who is not able to consent?
- ❖ FRIES
- ❖ Date-rape drugs: substances that can be secretly put into someone's drink to make them confused, weak, or unconscious so that they can't give consent

14



15

- ❖ Occurs when sperm fertilizes an egg and the fertilized egg implants in the uterus
- ❖ Full-term pregnancy lasts about 40 weeks
- ❖ Pregnancy is divided into three trimesters, each lasting about three months
- ❖ Early pregnancy symptoms: missed period, breast tenderness, fatigue, nausea ("morning sickness")
- ❖ Teens face higher levels of pregnancy complications (physical, emotional, and financial factors)
- ❖ 1 in 4 teens become pregnant at least once before the age of 20


16

- ❖ "I won't get pregnant the first time I have sex."
- ❖ "I won't get pregnant if I am on the pill."
- ❖ "I won't get an STD if I am on the pill."
- ❖ "I had unprotected sex only once, I am good."
- ❖ "Using more than one condom is effective."

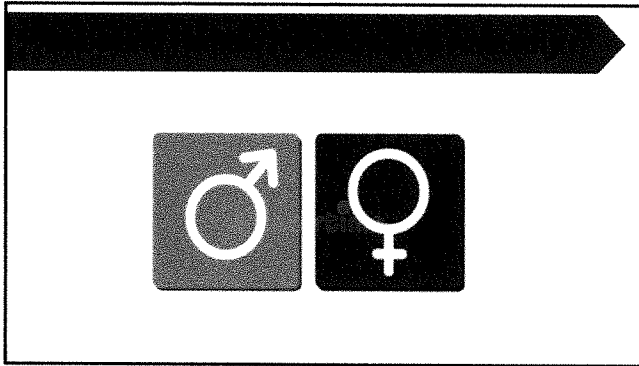
Can you think of any more myths?

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- ❖ **Abstinence: only way to 100% prevent pregnancy**
- ❖ Natural family planning
- ❖ Barrier methods (condoms)
- ❖ Hormonal methods (birth control methods)



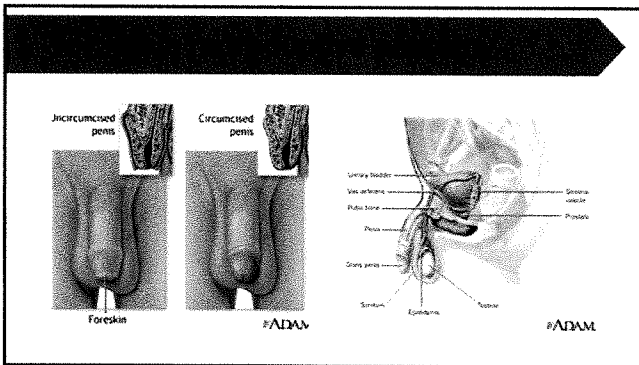
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19

- ❖ Designed to produce, store, and deliver sperm
- ❖ Sperm are tiny cells that carry half of the genetic material needed to make a baby
- ❖ Sperm production starts during puberty (10-14 yo)
- ❖ Testosterone is the primary male sex hormone: deepens voice, facial hair, and sperm production
- ❖ Sperm and urine both exit through the penis, but never at the same time

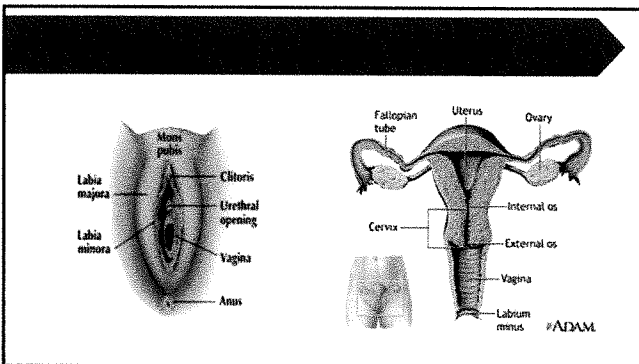
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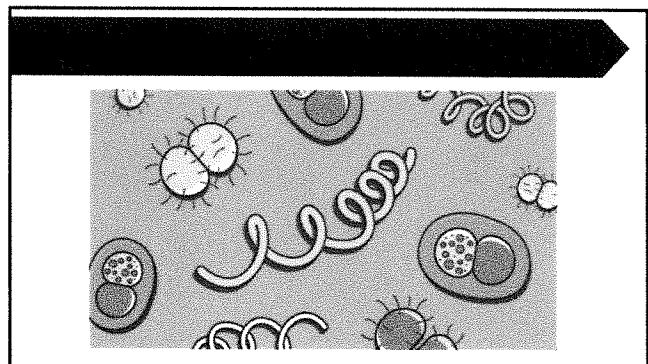
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- ❖ Designed to produce eggs, support fertilization, and support pregnancy
- ❖ Females are born with all of the eggs they will ever have—around 1-2 MILLION, but only 400-500 will ovulate in a lifetime
- ❖ Ovulation: monthly release of an egg from the ovary
- ❖ If the egg is fertilized by sperm, it can implant in the uterus and result in pregnancy
- ❖ Menstruation (a period) happens when there is no pregnancy—shedding of uterine lining
- ❖ Estrogen and Progesterone are the main female hormones—regulate menstruation and pregnancy


22



23



24




- ❖ Infection that is passed from one person to another during sex (vaginal, anal, oral)
- ❖ Some can spread through skin-to-skin contact or from mother to baby

25

- ❖ Very common among people aged 15-24 yo
- ❖ Can have an STI and not show any symptoms
- ❖ Untreated STIs can cause serious complications, like infertility and pregnancy complications
- ❖ Not all STIs are curable, but many are
- ❖ Only guaranteed way to prevent STIs is abstinence
- ❖ Condom use greatly decreases risk of STI
- ❖ Alaska has some of the highest STI rates in the country, especially for chlamydia, gonorrhea, and syphilis
- ❖ 1 in 4 Americans between the ages of 15 and 55 will have at least one STI in their lifetime

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- ❖ You can get a STI while pregnant if you have sex with someone who has a STI
- ❖ Being pregnant does not protect your baby from STIs
- ❖ You can also get pregnant if you have a STI



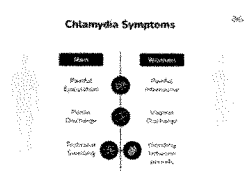
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- ❖ Bacterial Infections
  - ♦ Chlamydia (CT)
  - ♦ Gonorrhea
  - ♦ Syphilis
- ❖ Parasitic Infections
  - ♦ Trichomoniasis
- ❖ Viral Infections
  - ♦ Human Papillomavirus (HPV)
  - ♦ Genital Herpes (HSV-2 or HSV-1)
  - ♦ Hepatitis B
  - ♦ HIV/AIDS

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- ❖ Bacterial STI—caused by bacteria *Chlamydia trachomatis*
- ❖ Most commonly transmitted STI in the United States
- ❖ Transmission: vaginal, anal, and oral sex
- ❖ Often shows no symptoms, especially in teens and young adults
- ❖ Easily treated with antibiotics if caught early
- ❖ If left untreated, can lead to Pelvic Inflammatory Disease (PID)
- ❖ Alaska ranked 3<sup>rd</sup> highest in United States for Chlamydia infections

29



- Men
  - ❖ Usually asymptomatic
  - ❖ Discharge from the penis (may be runny/whiteish)
  - ❖ Burning with urination
- Women
  - ❖ Usually asymptomatic
  - ❖ Painful urination
  - ❖ Pain during sex

30

- ❖ Bacterial STI—caused by bacteria *Neisseria gonorrhoeae*
- ❖ Transmission: vaginal, anal, and oral sex
- ❖ Many people are asymptomatic
- ❖ Easily treated with antibiotics, though some strains are becoming drug resistant
- ❖ If left untreated, can lead to PID and infertility
- ❖ Can pass to baby during childbirth
- ❖ All babies treated with eye drops after birth because Gonorrhea is so common
- ❖ Alaska has highest rates of Gonorrhea in the United States

31

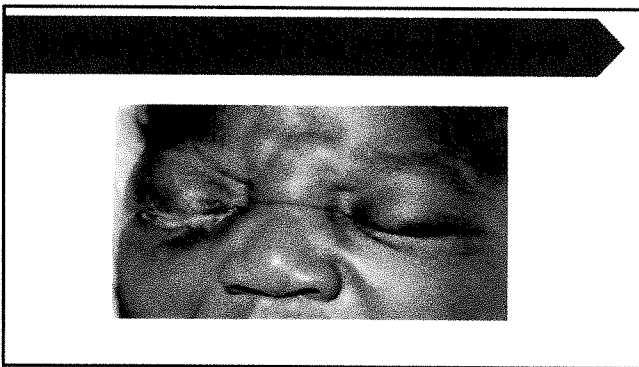
- ❖ Men: penile discharge may be yellowish-green or thick milky white
- ❖ Throat pain if transmitted orally
- ❖ Rectal pain if transmitted anally
- ❖ Women: abdominal pain is usually in the lower belly

**Gonorrhea**  
Signs and symptoms

**In female**  
Vaginal discharge and bleeding  
Pelvic pain

**In male**  
Urethral pain and discharge  
Throat pain

32



33

- ❖ Serious infection of a woman's reproductive organs (uterus, fallopian tubes, ovaries)
- ❖ Symptoms include:
  - ❖ Lower abdominal/pelvic pain
  - ❖ Vaginal discharge/bleeding
  - ❖ Fever/pain/chills
  - ❖ Menstrual problems
  - ❖ Bleeding after sex

**Pelvic inflammatory disease (PID)**

Fallopian tube  
Ovary  
Uterus  
Cervix  
Vagina  
Inflamed tissue

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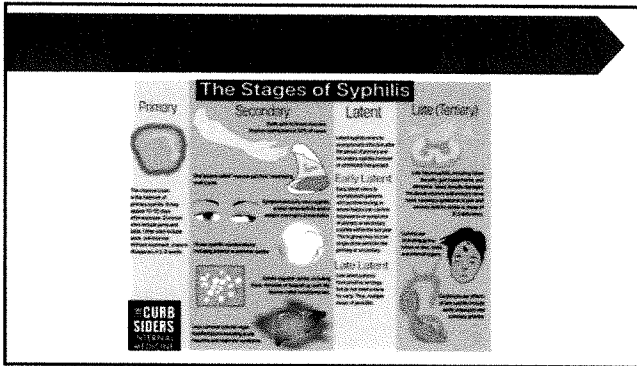
- ❖ Bacterial STI caused by bacteria *Treponema pallidum*
- ❖ Transmission: vaginal, oral, or anal sex OR skin-to-skin contact with infected sore
- ❖ Has four stages: primary, secondary, tertiary, and latent
- ❖ First symptom is painless, round red sore that appears anywhere you had sex
- ❖ If you do not treat, can lead to serious health problems

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- ❖ Red, painless sore where you had sex
- ❖ Symptoms vary depending on stage of (primary, secondary, tertiary, or latent)
- ❖ Symptoms can range from cardiac issues to hair loss, neurological issues, and death

**Syphilis (T. pallidum)**

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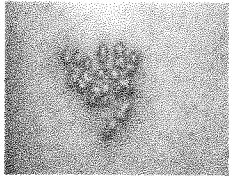


37

- ❖ Viral STI caused by the Herpes Simplex Virus (HSV)
  - ❖ HSV-1: causes cold sores (mouth) but can spread to genitals
  - ❖ HSV-2: causes genital herpes
- ❖ Spread through skin-to-skin contact (including vaginal, oral, and anal sex) even when no sores are visible
- ❖ Very contagious, especially when blisters or sores are present
- ❖ Most people have mild or no symptoms/are unaware they have it
- ❖ There is no cure, but antiviral medications can reduce symptoms/risk of spreading to others

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- ❖ Small, painful blisters or sores on genitals, anus or mouth/lips
- ❖ Itching, tingling, or burning in area where blisters appear
- ❖ Redness/swelling
- ❖ Painful urination
- ❖ Vaginal/penile discharge
- ❖ Flu-like symptoms (fever, headache, fatigue, swollen lymph nodes)

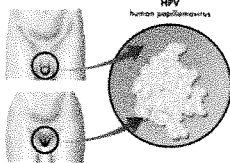


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- ❖ Most common STI in the United States
- ❖ Caused by a group of over 100 viruses, some can lead to genital warts and different cancers (cervical cancer, throat cancer, anal cancer)
- ❖ Spread through skin-to-skin sexual contact, vaginal, oral, or anal sex even without penetration
- ❖ Most people have no symptoms
- ❖ No cure for HPV, but most infections go away on their own in 1-2 years
- ❖ Regular PAP smears and HPV tests help screen for cervical cancer/test for HPV infection
- ❖ Some infections may get worse over time
- ❖ Gardasil vaccine available to protect against HPV

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- ❖ Small, flesh colored or grey bumps on genitals, groin, or thighs
- ❖ May cluster (cauliflower)
- ❖ Usually painless, sometimes itchy/uncomfortable
- ❖ Respiratory or oral warts are RARE
- ❖ HPV sometimes found with cervical cancer screening or upon diagnosis of cervical cancer (usually advanced stage of disease)
- ❖ PAP Smear: starting at 21, women screened every three years; every 5 years after 30



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**HPV Vaccine schedule**

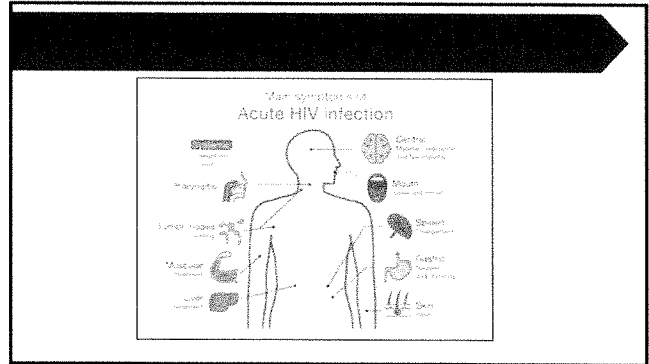
Age	Doses
9-14 years	2 doses (schedule 0 & 6 months)
15-45 years and immunocompromised individuals of any age	3 doses (schedule 0, 1, 6 months) • Or 0, 2, 6 months (Quadrivalent & nonavalent)

HPV vaccination could only prevent the occurring of any new HPV infections but does nothing in the treatment of any existing HPV infections or HPV-related diseases.

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- ❖ Virus that attacks the body's immune system, specifically T cells that help fight infection
- ❖ If left untreated, HIV can lead to Acquired Immunodeficiency Syndrome or AIDS
- ❖ There is no cure, but HIV is treatable
- ❖ Transmission: blood, semen, vaginal fluids, rectal fluids, and breast milk
- ❖ Spread through unprotected sex, sharing needles, from mother to baby during pregnancy, birth, or breastfeeding

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**Main symptoms of AIDS**

- Cancer: Kaposi's Sarcoma, Lymphomas
- Fungus: Pneumonia, Candidiasis, Cryptococcosis, Toxoplasmosis, Tuberculosis, Histoplasmosis, Coccidioidomycosis, Cryptosporidiosis, Isosporiasis, Cryptocyst, Cryptosporidium, Cyclospora, Microsporidia
- Diarrhea
- Weight loss
- Swollen lymph nodes
- Brain: HIV-1 associated neurocognitive disorder (HAND), HIV-1 associated dementia (HAD), HIV-1 associated neurocognitive disorder (NCD), HIV-1 associated neurocognitive disorder (MCI), HIV-1 associated neurocognitive disorder (Dementia)
- Other: Opportunistic infections, HIV-1 associated neurocognitive disorder (NCD), HIV-1 associated neurocognitive disorder (MCI), HIV-1 associated neurocognitive disorder (Dementia)

- ❖ Most advanced stage of HIV infection
- ❖ Immune system is so damaged that it can no longer fight certain illnesses or cancers
- ❖ HIV causes AIDS, but not everyone with HIV develops AIDS
- ❖ Treatment available to help HIV not transition into AIDS

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- ❖ Surest way is to NOT have sex
- ❖ Condoms can reduce risk if used the right way EVERY SINGLE TIME
- ❖ Know your partner!
- ❖ If you have any symptoms of a STI, or think you may have been exposed, tell a trusted adult/make appointment at McGrath clinic

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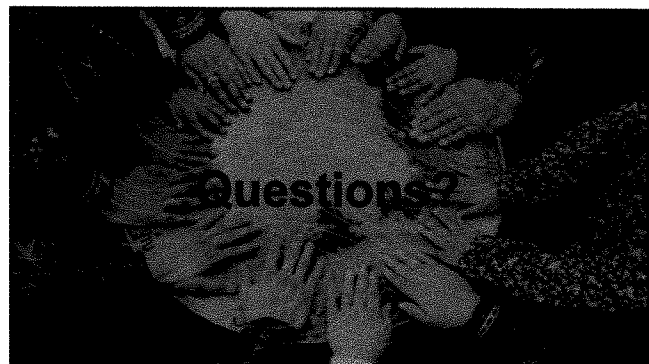
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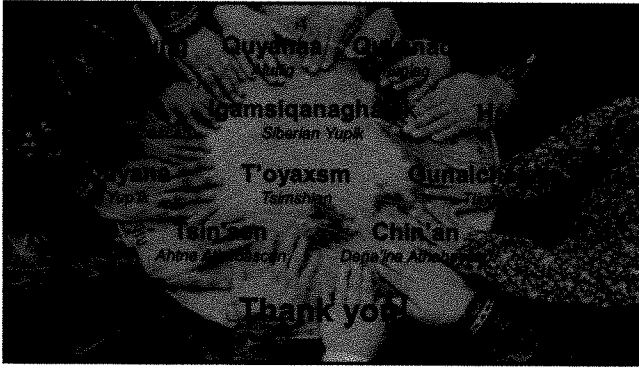
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# Flow with Confidence:

Frequently asked questions for period care

## What is a period?

A period, or menstruation, is the normal release of blood from the uterus out through the vagina. This happens on average every 28-34 days and can last from 3 to 7 days. Every cycle is different and can vary. Talk to a trusted adult or your provider about how to help track your period.

## What will I feel? What are the typical symptoms?

Symptoms will vary person to person. You may feel some slight discomfort as your body and hormones go through a cycle each month. Some symptoms can happen before, during, or right after your period and may include:

- Acne breakouts
- Moodiness
- Cramps, bloating and stomach issues
- Headache and fatigue
- Breast tenderness
- Change in appetite

Listen to your body. If you notice a symptom that feels different or worse, keep note of it. If the pain or discomfort is too painful or something is out of the ordinary for you, talk with your provider.

## How much blood comes out?

It may look like a lot of blood, but a girl only loses a few tablespoons of blood the whole period.

## What products should I use?

Use products that you are comfortable using. You can try products to see what works best for you. Examples include: disposable pads, tampons, pantliners, menstrual cup, and period underwear.



## How often do I need to change my period product?

Most girls need to change their pad, tampon, or menstrual cup about 3-6 times a day. Change your period products according to their package instructions. Changing products regularly prevents leaks and reduces the risk of odor and irritation. If using tampons, it is important to note to not leave this in longer than 8 hours because this can increase the risk of a serious infection called toxic shock syndrome.

## Can I shower while I am on my period?

Yes! Having a shower or bath can help you relax. If in the bath, most of the time you won't leak because of the counter pressure of the water, but your menstrual cycle will continue in the shower or a pool.

## How to remove period stains?

Use cold water to remove period stains from your underwear or clothes. Let old stains sit in cold water overnight. Try vinegar and baking soda for more difficult stains.

## Can other people smell my period?

While every person has their own unique scent, menstrual blood itself has no foul odor. Change your period products according to their package instructions to avoid bad odor and infections.

## What else should you know?

Be prepared for your period by packing a period kit. Fill a pouch with your products that will help you feel prepared. Your period pack can include pads or products of choice and something to help with your period cramps or discomforts. Remember to stay hydrated and carry a water bottle with you.

Getting your period is normal. You can feel confident about your period care. Your period care products should be comfortable, safe, and easy to use. If you have any questions, ask your provider or your parent/guardian.

**Flow**  
with Confidence  
Comfortable • Confident • Beautiful



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## BP 3300 EXPENDITURES/EXPENDING AUTHORITY

Note: [A.S. 14.08.101](#) empowers regional school boards to establish their own fiscal procedures and exempts them from [A.S. 36.30](#) (State Procurement Code) and [A.S. 37.05](#) (Fiscal Procedures Act). [A.S. 14.08.111](#) requires the regional school board to designate employees authorized to direct disbursements from school funds of the School Board.

The Superintendent or designee may purchase supplies, materials and equipment in accordance with law. Prior Iditarod School Board approval is required for purchases over \$10,000 per item. The Iditarod School Board shall approve or ratify all transactions.

*(cf. 3310 - Purchasing Procedures)*

*(cf. 3311 - Bids)*

*(cf. 3312 - Contracts)*

*(cf. 3460 - Financial Reports and Accountability)*

Note: [A.S. 14.17.225](#) requires districts to operate under a balanced budget and provides that the state is not responsible for the debts of school districts.

No expenditures that exceed an account budget shall be approved unless specifically authorized by the Superintendent or designee.

*(cf. 3100 - Budget)*

*(cf. 3110 - Transfer of Funds)*

The Iditarod School Board shall not recognize obligations incurred contrary to Iditarod School Board policy and administrative regulations.

*Legal Reference:*

### ALASKA STATUTES

[14.08.101](#) Powers (Regional school boards)

[14.08.111](#) Duties (Regional school boards)

[14.14.060](#) Relationship between borough school district and borough

[14.14.065](#) Relationship between city school district and city

## **BP 3311 BIDS**

The district shall purchase equipment, supplies and services or make capital expenditures on a competitive bidding basis when required by law.

All capital expenditures of twenty-five thousand dollars (\$25,000.00) or more will be subject to competitive bidding except for sole source and emergency items. Whenever practical, other large expenditures will also be bid. Bids will normally be awarded by the Iditarod School Board.

To ensure that good value is received for funds expended, specifications shall be carefully designed and shall describe in detail the quality, delivery and service required.

Capital expenditures are defined as most acquisitions of fixed assets or additions to fixed assets which are presumed to have a useful life of more than one year; improvement of grounds; construction of buildings; additions to buildings; remodeling of buildings; initial and additional acquisition of equipment and furniture and replacement of equipment and furniture.

All purchases not subject to competitive bidding may be made in the open market, but shall, when possible, be based on at least three competitive quotations or prices.

*(cf. 9270 - Conflict of Interest)*

*(cf. 4030 - Nondiscrimination in Employment)*

*Legal Reference:*

### ALASKA STATUTES

[14.14.060](#) *Relationship between borough school district and borough*

[14.14.060\(h\)](#) *Procurement of supplies and equipment*

[14.14.065](#) *Relationship between city school district and city*

[14.03.085](#) *Procurement preference for recycled Alaska products*

[29.71.050](#) *Procurement preferences for recycled Alaska products*

[35.15](#) *Construction Procedures*

[36.15.020](#) *Use of local agricultural and fisheries products required in purchases with state money*

### ALASKA ADMINISTRATIVE CODE

## **BP 3312 CONTRACTS**

The Superintendent or designee may enter into contracts on behalf of the district. All contracts over \$10,000 must be approved or ratified by the Iditarod School Board.

*(cf. 3300 - Expenditures/Expending Authority)*

Contracts between the district and outside agencies shall conform to standards required by law and shall be prepared under the direction of the Superintendent or designee. Contracts, where appropriate, shall be submitted to the legal advisor of the district for review and approval.

The district shall not enter into any contract with a person, agency, or organization if it has knowledge that such person, agency or organization discriminates on the basis of race, color, creed, sex, religion, ancestry, national origin, age or non job-related handicap or disability, either in employment practices or in the provision of benefits or services to students or employees.

*(cf. 0410 - Nondiscrimination in District Programs and Activities)*

*Legal Reference:*

### ALASKA STATUTES

[14.08.101](#) Powers

### ALASKA ADMINISTRATIVE CODE

[4 AAC 27.085](#) Competitive pupil transportation proposals

[4 AAC 27.100](#) Contractor's duties

[4 AAC 31.065](#) Selection of designers and construction managers

[4 AAC 31.080](#) Construction and acquisition of public school facilities

*Revised 9/97*

**DATE OF ADOPTION:**

**Iditarod Area School District**

# IDITAROD AREA SCHOOL DISTRICT CLASSIFIED HANDBOOK

Approved by Iditarod Area School Board on



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**IDITAROD CLASSIFIED EMPLOYEES GROUP**

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ATTACHMENT A: Wage Schedule Effective July 1, 2025

**I DEFINITIONS**

- A. Alaska Law - shall mean applicable Alaska statutes and applicable regulations of Alaska agencies having regulatory powers over operations of the District.
- B. Approved Coursework - shall mean coursework approved in writing by the Superintendent.
- C. Approved Institution - shall mean a college or university accredited by the Northwest Association of Schools and Colleges (or other equivalent regional accrediting association) or an institution approved by the Superintendent.
- D. Board - shall mean the Iditarod Area School District Board.
- E. Day - shall mean calendar day excluding holidays, except as otherwise specified in the Agreement.
- F. Day on Duty - shall mean a day on regular pay status, i.e., a day of work, a paid holiday, or a day of compensated leave.
- G. Deliver or Delivery - shall mean hand delivery of documentation or deposit of same in the U. S. Post Office, email, registered or certified mail, postage prepaid. The date of delivery shall mean the date of hand certified mail or email.
- H. District - shall mean the Iditarod Area School District.
- I. Permanent Full-time - employees work 30 or more hours per week, 12 months per year.
- J. Permanent Part-Time - employees work less than 30 hours per week, 12 months per year.
- K. Permanent/Seasonal Full-time - employees work 30 hours per week, but less than 12 months per year.
- L. Permanent/Seasonal/Part-time - employees work less than 30 hours per week, and less than 12 months per year.
- M. Receive or Receipt - shall mean the receipt of hand-delivered documentation or of registered or certified mail. The date of receipt shall mean the date of the receipt of hand-delivered documentation or of registered or certified mail.
- N. Semester Hour - shall mean a semester hour of credit, or the quarter-hour equivalent thereto, awarded by an approved institution.

- O. Seniority - shall mean the cumulative number of days on duty as a district employee and shall be based on the date the individual's employment/contract was approved by the Board or the employee's first employment/contract day of continuous employment, whichever is earlier. Ties shall be broken by lot.
- P. Superintendent - shall mean the Superintendent of the Iditarod Area School District or his/her designee.
- Q. Iditarod Classified Employees: "Classified Position" is one that does not require an employee to have or qualify for a teaching certificate to occupy the job and is not supervisory in nature.

## II. **EMPLOYEE PROFESSIONAL DEVELOPMENT PLAN**

- A. All classified employees will have professional development plans developed with and approved by their supervisor after the initial evaluation/classified meeting, but prior to the end of December 12, of the current school year.

Employee professional development plans that can't be met through district wide in-service programs may be met through site budget planning by the administrator.

## III. **PERSONNEL FILES**

- A. Permanent personnel files shall be maintained by the Business/Personnel Office/Superintendent. The employee or his/her designee may inspect the file upon request. Upon request, an employee shall be provided a copy of his/her personnel file.
- B. Material which is derogatory regarding an employee's conduct, service, character, or personality shall not be placed in his/her file unless the employee has had an opportunity to read such material. The employee shall acknowledge that he/she has read such material by affixing his/her signature to the actual copy to be filed. Such signature does not necessarily indicate agreement with the content of the material. If the employee refuses to sign the statement, the principal or supervisor shall so note and send the statement to the Superintendent for filing and provide a copy to the teacher.

### C. Probation Period

1. All new employees will be subject a 90-day probationary period. During the probationary period employees will not earn annual leave.
2. Employees dismissed during the probationary period will have no

rights to a hearing.

3. The employee's supervisor may extend the probationary period should he/she discover the employee has not fulfilled their duties to the level of satisfaction during their 90-day period.

#### **IV. LEAVES**

##### **A. Classified Civic Leave**

1. If an employee is elected to one or the other of the State houses of the Legislature, that employee will be entitled to leave without pay for those periods during which the State of Alaska Legislature is in session, subject to the provisions of 14.20.345.
2. If an employee is appointed or elected to any board or Commission of the State, he/she may be granted compensated leave when meetings and travel require time during the workday.

##### **B. Classified Disability Leave**

1. An employee with the District may be granted a leave of absence for temporary disability reasons upon the recommendation of the employee's physician. The employee may return to work after the termination of temporary disability or may take a leave of absence for the remainder of the semester or the school year. The leave may be extended upon request by the employee subject to Superintendent approval.
2. The disability leave will not take effect until the employee's accumulated sick leave, eligible sick leave bank days, and annual leave have been depleted.

##### **C. Classified Legal Leaves**

1. An employee called for jury duty or subpoenaed to give testimony before any judicial body or administrative tribunal to which the employee is not a party or determined to be a victim in a court or arbitration hearing shall receive full compensation at the daily rate. Any fee received for jury duty will be remitted to the District.

##### **D. Classified Other Leaves**

1. Upon written application stating the reasons for the requested leave, the Superintendent may grant compensated leave in addition to that specified in this article above.

E. Classified Sabbatical

1. Upon written request, the Superintendent, subject to Board approval, may grant the employee with seven (7) or more consecutive years of District service a sabbatical leave for either or both semesters of a school year.
2. The Board shall consider each application on its merits and shall grant sabbaticals, taking into consideration the potential contribution of the individual to the District's goals and fiscal constraints of the District for the upcoming fiscal year.
  - a. A stipend of one-half (1/2) of the prior three-year average salary shall be awarded to a classified employee approved for a sabbatical leave.
  - b. Pay the retirement contribution to the PERS of the individual during the period of the sabbatical.
  - c. The employee may choose to have their district paid health and life insurance coverage by paying half of the costs.

F. Annual Leave

1. Annual leave is given to all classified employees who work 12 months/year. Leave is accrued based upon the number of hours worked and on the number of months the employee has worked for the school District.

2. Accrual Rate

Classified employees shall accrue annual leave at the rate of:

- a. hours or 1 day per month for a full time eight hour a day employee with less than five (5) years of service.
- b. hours or 1.5 days per month for a full time eight hour a day employee with five, but less than ten (10) years of service.
- c. hours or 1.75 days per month for a full eight hour a day employee with more than ten (10) years of service.
- d. hours or 2.0 days per month for full eight hour a day employee with more than 15 years of service.

3. Change of Accrual Rate

Change in the rate of accrual shall take place after the employee completes the prescribed period of service.

4. Scheduling of Annual Leave

a. All classified employees should submit a leave application form for approval by their immediate supervisor at least two weeks in advance. Each District entity shall establish procedures that are necessary to assure that all employees are able to schedule and take accrued annual leave. Leave taken without notice will be taken as an “unexcused” leave.

b. Each classified employee shall use at least five accrued annual leave days during each fiscal year.

5. Maximum Number of Days Carried Over

a. Annual leave for classified permanent employees cannot be carried forward beyond the amount earned in one year of employment.

6. Payment of leave Balance

a. Classified employees will be compensated for their unused annual leave in excess of one year’s accumulation at their hourly rate with their last paycheck of the fiscal year.

b. Classified employees will receive a cash payment for their unused annual leave upon resignation or termination.

7. Personal Leave

a. All classified seasonal permanent employees working less than 12 months shall receive personal leave of 5 days a year. A personal leave day shall be their normal hours worked per day. The maximum amount an employee can accrue is 10-days.

b. Classified employees will receive a cash payment for their unused personal leave upon resignation or termination.

## G. Sick Leave

Classified employees who occupy any permanent or permanent part time position shall accrue sick leave based upon the number of hours worked per pay period.

### 1. Accrual Rate

- a. Classified employees shall accrue sick leave at the rate of .06140 or 1.33 days per calendar month.
- b. All employees who do not work a full day shall be compensated at their permanent part-time hours per day scheduled to work.

### 2. Availability of Sick Leave/Approved Reasons

- a. Sick leave applies when either the employee or a member of the employee's immediate family:
  1. is sick or injured
  2. has a dental or doctor appointment
  3. is on disability leave
- b. Sick leave may also be taken when the employee's presence on the job could jeopardize the health of fellow employees.
- c. Sick leave will not be granted to individuals who do not report to work because of alcohol related reasons. Sick leave may be granted to those individuals who are obtaining treatment for alcoholism through an approved program.
- d. Employees who are absent for more than three consecutive days will be required to submit a note by their health provider.
- e. Death in the immediate family entitles the employee to a maximum of four (4) days sick leave except if the circumstances of death in the immediate family require travel outside the state, the employee is entitled to nine (9) days leave time.
- f. Immediate family is defined as husband and wife, father and son or daughter, mother and son or daughter, brother or sister, mother-in-law or father-in-law, grandfather, grandmother, uncle, aunt, niece, nephew, or any other immediate member of the household.
- g. Sick leave has no cash value.

## H. Floating Holidays

All Permanent full-time employees are entitled to two “floating” holidays per year. These days may be taken at the employee’s discretion upon approval of their supervisor. Floating holidays not taken within a fiscal year are lost.

In addition to the two floating days, permanent full-time employees are entitled to one-half float day prior to Christmas and New Year’s Day.

## I. Other Leaves of Absence Without Pay

The employee may be granted leave without pay, not to exceed a total of ten (10) working days in any fiscal year, for any compelling reason, at the discretion of the supervisor. The employee may be granted leave without pay in excess of ten (10) working days per fiscal year, but for not more than twelve (12) consecutive months, at the discretion of the Superintendent. To have continuous health/life insurance coverage, the employee can pay the District’s contribution.

### 1. Sick Leave Without Pay

- a. A year’s leave of absence may be granted to any permanent or permanent/seasonal employee with at least three years of service when family/personal illness requires his or her absence. No salary increment will be granted upon return.
- b. A request for approval must be made in writing to the Superintendent.

### 2. Educational Leave

- a. A permanent or permanent seasonal employee with three consecutive full years of service with the district may request a leave of absence without pay for the purpose of study in an approved educational program or at an accredited college or university.
- b. The employee shall apply in writing before March 1<sup>st</sup> for the summer/fall sessions, and November 1<sup>st</sup> for spring session, to the superintendent for Board approval. The employee shall retain the same position during his/her absence.

- c. Cancellation of Leaves of Absence - The Superintendent, upon prior notice to the employee, may cancel an approved leave of absence at any time that the employee is using the leave for purposes other than those specified at the time of approval.

## **V. EVALUATION**

- A. A job description will be established for all positions and be connected to job performance. The District shall develop procedures for the Evaluation of Classified Employees.
- B. Filing of Reports and Records - All evaluations will become a part of the employee's personnel file. Confidentiality of personnel files shall be maintained.
- C. All employees under this agreement will be evaluated by March 31st of each year.

## **VI. SEPARATION AND DEMOTION**

### **A. Retirement**

Except as otherwise provided, a classified employee covered by the Public Employee's Retirement System is eligible for retirement as provided by the retirement system.

### **B. Resignation**

A permanent or permanent/seasonal employee is required to give a minimum of two weeks advance notice when resigning. If a two-week notice is not given, the employee will not be eligible for rehire with IASD.

### **C. Demotion**

The Superintendent may demote an employee for cause. The employee shall, before the action is taken, be furnished with a statement in writing, setting forth the reasons for the demotion.

## **VII. SENIORITY**

- A. "Seniority" shall be defined as IASD months of service.
- B. All Classified employees in the district shall have a seniority ranking within each job position in which they are employed. All members will be notified of their seniority rank at the beginning of each fiscal year.

- c. Members employed in more than one job will have a rank for each position in which they are employed.

## **VIII. INSURANCE**

### **A. Medical Insurance**

- 1. The district shall provide medical, eye, and dental insurance for each classified employee (working 30 hours or more hours per week on a scheduled bases).  
A new classified employee becomes enrolled in the group insurance plan on the first day of the month following employment.

### **B. Life Insurance**

- 1. The Board agrees to provide \$40,000.00 life insurance for each classified employee employed by the District enrolled in the health insurance plan.
- 2. The District shall provide each classified employee enrolled in the health insurance plan \$40,000.00 of accidental death and dismemberment insurance.

## **IX. SALARY SCHEDULE**

### **A. Salary Schedule**

All permanent or permanent seasonal classified hourly positions will have their salaries based on the classified Salary Schedule starting July 1, 2025.

All new hired employees will be able to bring in all their years of previous IASD Years of Service relating to the specific job they have been hired for.

Employees must work a minimum of 95% of their days (including paid sick leave, personal or annual leave) to be given a step increase for the following year.

## **X PAYROLL ADVANCES**

- A. Payroll advances will not be given until the 1st pay period of August and will end as of receipt of their last pay check of a given year.
- B. A Payroll Advance will be income based and not exceed 20% of an employee's check.

- C. Only Classified employees, who averaged 90% attendance during the previous semester, and are no longer on Probationary status, will be considered for a payroll advance.
- D. Eligible Classified employees will only be eligible for 1 payroll advance/semester (2 Max/Year).
- E. In any Payroll Advance situation, Classified employees will reimburse the district over the 4 pay periods following the Advance. All reimbursements will be paid by the final check of a given year to remain eligible for employment.
- F. If extenuating circumstances, please reach-out to HR in writing. The Superintendent has final say towards an Advance.