

Regular Board Meeting

Tuesday, January 13, 2026 5:30 PM

NES Library /Zoom, 1057 E 5th Ave, Nome, Alaska 99762

A. Call to Order

1. Pledge of Allegiance
2. Nome Public Schools Mission Statement
3. Roll Call
4. Approval of Agenda

B. Consent Agenda

(Routine matter considered for approval as one motion. Any item can be pulled for separate consideration).

1. Approval of Minutes: Regular Meeting: December 9, 2025
2. Approval of December 2025 Disbursements
3. Approval of December 2025 Gifts, Grants and Bequests
4. Approval of December 2025 Personnel Report

C. Correspondence

D. Awards and Presentations

1. Introductions of Guests & Visitors
2. Student Celebrations
3. Presentation: Calendar Committee

E. Opportunity for Public Comments on Agenda/Non-agenda Items

(3 minutes per speaker, 30 minutes aggregate)

F. Superintendent Report

G. Information & Reports

1. Student Representative Report
2. Association Report
3. Principal Reports
4. Director Reports
5. Business Manager Report

H. Second Public Comment Opportunity

(Individuals are limited to three minutes each.)

I. Action Item

1. Approval for Certified Administrator Contracts
2. Approval of FY27-FY29 Calendars
3. Approval of Reduction in Force Plan
4. Approval of Use of SuperEval for Superintendent Evaluation for FY26

J. Board and Superintendent's Comments & Committee Reports

K. Upcoming Events:

- Tuesday, January 27, Work Session, 5:30 pm, NES Library
- Tuesday, February 10, Regular Meeting, 5:30 pm, NES Library/Zoom
- Tuesday, February 24, Work Session, 5:30 pm, NES Library
- Tuesday, March 10, Regular Meeting, 5:30 pm, NES Library/Zoom
- Tuesday, March 24, Work Session, 5:30 pm, NES Library

L. Adjournment

Pledge of Allegiance

Allegiance

(I promise)

Kamaksriġmik akiqsruutmik

(to give)

to the flag

(of our land)

aituġaa illalitaanunapta

United States of America.

(here)

and to

(to) the republic

Ittuaq taavrumunānunamun

one

nation

under

God

atausiq nuna ataani Agaiyutim

indivisible

with liberty

avgutaulġuituaq pituiqsimaatiq

and justice

for all

atisipġuni illuqnaitnun.



Our Mission

We inspire and empower students to be culturally grounded responsible citizens who are deeply connected to our community and world.

Our Vision

Together, strong in identity, purpose, potential

Board and Superintendent Guiding Principles

- ◆ Works to ensure academic success for all students
- ◆ Works to promote positive community partnerships
- ◆ Provides leadership and support to ensure reading proficiency by 3rd Grade
- ◆ Supports the recruitment and retention of effective staff

Board and Superintendent Goals

- ◆ Provide the resources for the development and adoption of curriculum as per Board Policy (BP 6141).
- ◆ Support the integration of a student's culture in the curriculum within the context of the community through implementation of the Alaska standards for culturally responsive schools.
- ◆ Work to ensure all students feel connected to their peers and the adults in their schools by improving school climate.

BOARD OF EDUCATION MINUTES
Regular Meeting
Tuesday, December 9, 2025
5:40 pm
NES Library/Zoom

Member Trigg called the meeting to order at 5:40 pm Tuesday, December 9, 2025 with a quorum present.

Superintendent Burgess led the Pledge of Allegiance.

Member Trigg read the Nome Public Schools Mission Statement.

School Board Members Present:

Marjorie Kunaq Tahbone (via Zoom)	Darlene Trigg	Jon Gregg (left at 7:45 pm)
Nancy Mendenhall (arrived at 5:50 pm)	Sigvanna Tapqaq (excused)	
Student Representative, Sara James		

Others in attendance included:

Jamie Burgess	Alisha Papineau	Genevieve Hollins (via Zoom)
Karen Dixon (via Zoom)	Mary Donaldson (via Zoom)	Evan Seaman (via Zoom)
Stan Burgess	Kacey Miller	Daniel Stang
David Barron	Jonathan Vance	Luke Murkowski
Ariana Crockett O'Harra	Adam Lust	Cussey Kauer
Christine Piscoya	Lauryn Erlich-Piscoya	Jennifer Shreve
Jim Shreve	Holly Harlow	Teriscovkya Smith
Emily Annas		

APPROVAL OF AGENDA

Member Gregg moved to approve the agenda as presented.

The motion carried by a roll call vote with the following results:

Marjorie Kunaq Tahbone: yes	Darlene Trigg: yes	Jon Gregg: yes
Nancy Mendenhall: (excused)	Sigvanna Tapqaq: (excused)	
Sara James (Advisory Vote): yes		

CONSENT AGENDA

Member Gregg moved to approve the minutes from Regular Meeting: November 11, 2025; the November 2025 disbursements; the November 2025 Gifts, Grants and Bequests; and the November 2025 personnel report.

The motion carried by a roll call vote with the following results:

Marjorie Kunaq Tahbone: yes	Darlene Trigg: yes	Jon Gregg: yes
Nancy Mendenhall: (excused)	Sigvanna Tapqaq: (excused)	
Sara James (Advisory Vote): yes		

CORRESPONDENCE

NONE

INTRODUCTIONS OF GUESTS AND VISITORS

Superintendent Burgess introduced ANSEP Director, Kacey Miller; and Evan Seaman with Altman, Rogers & Co.

STUDENT CELEBRATIONS

NBMHS Principal, Teriscovkya Smith and NBMHS Assistant Principal, Holly Harlow celebrated students Rose Ozenna, Lauryn Erlich-Piscoya, and Korbin Knipfer.

PRESENTATIONS

ANSEP Director, Kacey Miller presented the ANSEP Acceleration Academy.
Evan Seaman with Altman, Rogers & Co. presented the FY25 audit report.

OPPORTUNITY FOR PUBLIC COMMENT ON AGENDA/NON-AGENDA ITEMS

NONE

SUPERINTENDENT REPORT

Superintendent Burgess reported. The report is attached to the original of these minutes.
Discussion followed.

INFORMATION AND REPORTS

Student Representative, Sara James reported. The report is attached to the original of these minutes.

NEA Representative, Sarah Liben reported. The report is attached to the original of these minutes.

NES Principal, Michelle Carton reported. The report is attached to the original of these minutes. Discussion followed.

ACSA Principal, Emily Annas reported. The report is attached to the original of these minutes.

NBMHS Principal, Teriscovkya Smith reported. The report is attached to the original of these minutes. Discussion followed.

Director of Technology, Jim Shreve reported. The report is attached to the original of these minutes. Discussion followed.

Director of SPED, Mary Donaldson reported. The report is attached to the original of these minutes.

Director of Federal Programs, Karen Dixon reported. The report is attached to the original of these minutes.

Director of Facilities, Jonathan Duarte reported. The report is attached to the original of these minutes.

CFO, Genevieve Hollins reported. The report is attached to the original of these minutes.

SECOND PUBLIC COMMENT OPPORTUNITY

NONE

ACTION ITEMS

Member Mendenhall moved to approve the Nome Public Schools audit report for the 2024-2025 school year.

The motion carried by a roll call vote with the following results:

Marjorie Kunaq Tahbone: yes	Darlene Trigg: yes	Jon Gregg: yes
Nancy Mendenhall: yes	Sigvanna Tapqaq: (excused)	
Sara James (Advisory Vote): yes		

Member Mendenhall moved to approve the updated Six Year Capital Project Plan as well as the capital priority letter for the City of Nome for FY26.

The motion carried by a roll call vote with the following results:

Marjorie Kunaq Tahbone: yes	Darlene Trigg: yes	Jon Gregg: yes
Nancy Mendenhall: yes	Sigvanna Tapqaq: (excused)	
Sara James (Advisory Vote): yes		

Member Mendenhall moved to approve the FY26 Legislative Priorities as presented.
Discussion followed.

The motion carried by a roll call vote with the following results:

Marjorie Kunaq Tahbone: yes	Darlene Trigg: yes	Jon Gregg: yes
Nancy Mendenhall: yes	Sigvanna Tapqaq: (excused)	
Sara James (Advisory Vote): yes		

BOARD AND SUPERINTENDENT'S COMMENT & COMMITTEE REPORTS

Member Mendenhall commented on the presentations at the meeting and thanked the presenters.
Member Mendenhall also gave appreciation for those who submit reports as well.

Member Tahbone wished to further discuss the survey at NES.

Member Tahbone talked about Native American Heritage Month and inclusivity in the schools.

Member Tahbone shared her concern for students vaping.

Member Tahbone gave her appreciation for the board reports.

Member Tahbone politely asked for presenters to limit their speaking time to just highlights on their reports.

Student Representative, Sara James agreed that there was a lot of good information at the meeting and she would discuss it with the Student Council.

Superintendent Burgess shared that the first Equity meeting was recently held. The next meeting would be in January.

Superintendent Burgess planned to attend a Student Council meeting.

Superintendent Burgess gave her appreciation to the leadership team.

Superintendent Burgess talked about how the tribal consultation would help deepen tribal partnerships and hoped they could help with some of the issues within the school district.

Member Trigg attended the AASB conference with students.

Member Trigg announced she is President elect for the AASB Board of Directors.

Member Trigg wanted to discuss becoming members of the National School Board Association.

Member Trigg gave her appreciation to Student Representative, Sara James.

UPCOMING EVENTS

- Tuesday, January 13, Regular Meeting, 5:30 pm, NES Library/Zoom
- Tuesday, January 27, Work Session, 5:30 pm, NES Library
- Tuesday, February 10, Regular Meeting, 5:30 pm, NES Library/Zoom
- Tuesday, February 24, Work Session, 5:30 pm, NES Library
- Tuesday, March 10, Regular Meeting, 5:30 pm, NES Library/Zoom
- Tuesday, March 24, Work Session, 5:30 pm, NES Library

ADJOURNMENT

Student Representative, Sara James moved to adjourn at 7:55 pm.

Marjorie Kunaq Tahbone Date
President, Board of Education

Darlene Trigg Date
Vice President/Clerk, Board of Education



Nome Public Schools
Personnel Items for Approval/Ratification
January 13, 2026

Certified/Administrative Personnel

NEW HIRES	POSITION	LOCATION	EFFECTIVE DATE
CHANGE OF ASGMT			
LEFT EMPLOYMENT			
Faubel, Robert	MS Social Studies	NBMHS	12/19/2025
Donaldson, Mary	SPED Director	Districtwide	7/1/2026

Classified Personnel

NEW HIRES	POSITION	LOCATION	EFFECTIVE DATE
Hasick-Cooper, Aubrey	SPED Para	ACSA	1/6/2026
CHANGE OF ASGMT			
LEFT EMPLOYMENT			

Extra Duty Contracts

NAME	POSITION	EFFECTIVE DATE
Dela Peña, Lyn Evert	iReady Tutor Training	12/13/2025
Thompson, Tamara	iReady Tutor Training	12/13/2025
Robb, Hana	NBMS Building Test Coord.	8/25/2025
Ventress, Rachel	Extensions Test Coordinator	8/25/2025
Foster, Emmett	iReady Tutor Training	12/13/2025

Shreve, Jennifer	NES Building Test Coordinator	8/25/2025
Brown, Aaron	Six (6)-Period Planning	12/1/2025
Wharry, Ryan	Six (6)-Period Planning	12/1/2025

Non-Staff Coaches

NAME	POSITION	EFFECTIVE DATE
Lie, Erik	MS Boys Basketball	9/22/2025
Bogart, Kelly	MS Girls Basketball	9/22/2025
Collins, Jeff	HS Ski Coach	1/6/2026

Temporary Personnel

NAME	POSITION	EFFECTIVE DATE

Volunteers Approved

NAME	EFFECTIVE DATE
Rhodes, Tyler	1/8/2026



Please Forward to the School Board members.

Rhonda Sparks <rmsparks1343@gmail.com>
To: apapineau@nomeschools.org
Cc: Jamie Burgess <jburgess@nomeschools.org>

Fri, Jan 9, 2026 at 3:17 PM

Hello Alisha,
Please forward this email to the School Board members. I would also like to request that this email be included in the packet of meeting materials presented to the Board for the January 13th meeting.

Dear School Board Members,
It has come to my attention that the Special Education (SPED) Director for Nome Public Schools has submitted her resignation. Given the significance of this position and the impact it has on students, families, and staff across our district, I believe it is important for the Board to have a full picture of where the SPED department stood prior to Mary's leadership and the progress made since.
Attached you will find a SPED Director report that was presented to the Board by the previous director just before Mary's onboarding. This document provides valuable context regarding the challenges, gaps, and needs that existed at that time.
Also attached is a personal statement I would like to share with the Board. It reflects my family's direct experience with the SPED department, the improvements we have witnessed, and the concerns we have moving forward.
Thank you for your time, your service, and your continued commitment to the students and families of Nome. I appreciate your thoughtful consideration of the information provided and the decisions you make on behalf of our community.
Sincerely,
Rhonda Sparks

2 attachments

-  **File_ SPED Director Report_May 2022.pdf**
583K
-  **NPS Board of Education_R. Sparks Statment 1.13.26.pdf**
90K

Statement to the Board

Over the past few years, my family has directly benefited from the leadership, commitment, and vision Mary has brought to her role as Special Education Director for Nome Public Schools. The impact of her work is not theoretical — it is measurable, visible, and deeply felt by families like mine.

Under Mary's leadership:

- The SPED department has grown from **5 staff to 21**, allowing the district to meet student needs more effectively and bring in highly qualified consultants.
- She has provided **consistent, individualized advocacy** for every child, including their siblings and families, ensuring no student is overlooked.
- **Attendance among SPED students has increased**, reflecting stronger engagement, better support, and improved relationships with families.
- She has led **extensive training and community outreach** with Early Childhood partners across Nome, including Kawerak Head Start/Early Head Start and Childcare, Norton Sound Health Corporation Pediatrics, BHS, OT, Speech, Alaska Advanced Behavioral Health, Nome Preschool, and many others.
- She built the **Special Olympics program in Nome**, giving our students the opportunity to participate and compete in Anchorage in events such as bowling and 3-on-3 basketball — something our community had never experienced before.

Mary has not only maximized the resources available in Nome and the region, she has strengthened partnerships, built staff capacity, increased disability awareness, and begun to close the long-standing SPED gap in our district. Her work has created stability, trust, and forward momentum for students, families, and staff.

If Mary leaves, we are deeply concerned that others will follow. Without her leadership, SPED staff and families will lose critical support, and the district risks losing essential contracted services such as psychotherapy, speech therapy, and occupational therapy.

The progress we have made is fragile, and the loss of this leadership would have immediate and long-term consequences for some of our most vulnerable students. I urge the board to recognize the significance of Mary's contributions and the importance of maintaining strong, stable leadership within the SPED department. Our children depend on it.

Thank you for your time, for your service on the School Board, and for your continued commitment to the future of our community. The decisions you make directly shape the lives of our children, our families, and the generations that will follow. I appreciate the opportunity to share my perspective.

Rhonda Sparks

Nome-Beltz Jr./Sr. High School Alumni

Nome Resident

Tribal Member, Nome Eskimo Community

Parent of three Nome Public School students, two of whom receive SPED services

January 10, 2026

Dear Board of Education and others,

We are writing today to draw your attention to the Director of Special Education position at Nome Public Schools. It is our understanding that this position had been a hybrid work schedule encompassing both remote and on-site work requirements for the last two years. Recently, a decision by Administration would turn this position back into an on-site only work requirement. In short, the result is the loss of long time Director of Special Education Mary Donaldson. These types of knee jerk reactions are short sighted, and we urge the Board and Administration to look at this matter closely, with the goal of retaining Mrs. Donaldson in the position of Director of Special Education.

We write to you today not only as community members, but also as the parents of 6-year-old Aiden Lust, who attends kindergarten in Ms. Ten Eyck's classroom at Nome Elementary School. Aiden has DiGeorge Syndrome and is an intensive needs student within the SPED program. We associate many of the successes we see in Aiden directly to the steadfast leadership of Mrs. Donaldson directing the SPED program.

But it's not just feelings, the facts speak for themselves. Mrs. Donaldson came to Nome Public Schools with extensive lower 48 inner-city as well as other rural Alaska community experience. We support and one day would of course want a SPED director on site in Nome. But also, in 4 years Mrs. Donaldson has taken the program from 3 teachers and 2 paraprofessionals to a staff of over 20 to meet the needs of a rising and demanding population. The SPED team is strong, works well together and feel supported; and Mrs. Donaldson has made herself available 24/7 to SPED students and family.

What makes this decision most puzzling is Mrs. Donaldson just completed her dissertation on Special Education of Alaska Native students based on work in Nome, Metlakatla and a lower 48 school district. Mrs. Donaldson is eager to incorporate those findings into our districts SPED Program. It's no big secret incorporating culturally relevant instruction geared towards Alaska Native students is a priority of the current school board leadership. So, of all the places the school should be looking to insource and bring jobs home, this certainly is an odd spot to start.

Clearly, we cannot keep Mrs. Donaldson forever. But Mrs. Donaldson enjoys the trust and confidence of so many. There is no need to rush the transition this year and perhaps not even next year. This would allow time for a strategic transition and succession plan to be put in place.

If you have any questions, we urge you to contact us directly. We will be traveling back to Nome during Tuesday's regularly scheduled board meeting, so will unfortunately not be able to attend in person or by Zoom.

All the best,



Gracy and Adam Lust

PO Box 629, Nome AK 99762

907-304-3077 (Gracy)

907-304-2526 (Adam)

Draft School Calendar 2026-2027

Due Date: July 1, 2026

District Name: Nome Public Schools

School: ALL

Approved By:

Title: Superintendent

Jul-26							Aug-26							Sep-26							Oct-26						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
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# of Inservice Days:	# of Inservice Days: 2	# of Inservice Days: 0	# of Inservice Days: 0
# of Student Days:	# of Student Days: 10	# of Student Days: 19 (29)	# of Student Days: 21 (50)
# of Teacher Days:	# of Teacher Days: 14	# of Teacher Days: 20 (34)	# of Teacher Days: 22 (56)

Nov-26							Dec-26							Jan-27							Feb-27						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
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														31													

# of Inservice Days: 0	# of Inservice Days: 0	# of Inservice Days: 1	# of Inservice Days: 1
# of Student Days: 18 (68)	# of Student Days: 14 (82)	# of Student Days: 18 (100)	# of Student Days: 17 (117)
# of Teacher Days: 21 (77)	# of Teacher Days: 15 (92)	# of Teacher Days: 21 (113)	# of Teacher Days: 20 (133)

Mar-27							Apr-27							May-27							Jun-27						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
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# of Inservice Days: 0	# of Inservice Days: 1	# of Inservice Days: 0	# of Inservice Days:
# of Student Days: 18 (135)	# of Student Days: 20 (156)	# of Student Days: 14 (170)	# of Student Days:
# of Teacher Days: 18 (151)	# of Teacher Days: 21 (173)	# of Teacher Days: 15 (188)	# of Teacher Days:

Proposed School Calendar 2027-2028

Due Date: July 1, 2027

District Name:														School:													
Approved By:														Title:													

Jul-27							Aug-27							Sep-27							Oct-27							
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
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# of Inservice Days:							# of Inservice Days:							# of Inservice Days:							# of Inservice Days:							
# of Student Days:							# of Student Days:							# of Student Days:							# of Student Days:							
# of Teacher Days:							# of Teacher Days:							# of Teacher Days:							# of Teacher Days:							

Nov-27							Dec-27							Jan-28							Feb-28						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
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7	8	9	10	11	12	13	5	6	7	8	9	10	11	2	3	4	5	6	7	8	6	7	8	9	10	11	12
14	15	16	17	18	19	20	12	13	14	15	16	17	18	9	10	11	12	13	14	15	13	14	15	16	17	18	19
21	22	23	24	25	26	27	19	20	21	22	23	24	25	16	17	18	19	20	21	22	20	21	22	23	24	25	26
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# of Inservice Days:							# of Inservice Days:							# of Inservice Days:							# of Inservice Days:						
# of Student Days:							# of Student Days:							# of Student Days:							# of Student Days:						
# of Teacher Days:							# of Teacher Days:							# of Teacher Days:							# of Teacher Days:						

Mar-28							Apr-28							May-28							Jun-28							
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
			1	2	3	4							1		1	2	3	4	5	6						1	2	3
5	6	7	8	9	10	11	2	3	4	5	6	7	8	7	8	9	10	11	12	13	4	5	6	7	8	9	10	
12	13	14	15	16	17	18	9	10	11	12	13	14	15	14	15	16	17	18	19	20	11	12	13	14	15	16	17	
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# of Student Days:							# of Student Days:							# of Student Days:							# of Student Days:							
# of Teacher Days:							# of Teacher Days:							# of Teacher Days:							# of Teacher Days:							

Proposed School Calendar 2028-2029

Due Date: July 1, 2028

District Name:														School:													
Approved By:														Title:													

Jul-28							Aug-28							Sep-28							Oct-28								
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S		
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2	3	4	5	6	7	8	6	7	8	9	10	11	12	3	4	5	6	7	8	9	8	9	10	11	12	13	14		
9	10	11	12	13	14	15	13	14	15	16	17	18	19	10	11	12	13	14	15	16	15	16	17	18	19	20	21		
16	17	18	19	20	21	22	20	21	22	23	24	25	26	17	18	19	20	21	22	23	22	23	24	25	26	27	28		
								O																					
23	24	25	26	27	28	29	27	28	29	30	31			24	25	26	27	28	29	30	29	30	31						
30	31																												
# of Inservice Days:							# of Inservice Days:							# of Inservice Days:							# of Inservice Days:								
# of Student Days:							# of Student Days:							# of Student Days:							# of Student Days:								
# of Teacher Days:							# of Teacher Days:							# of Teacher Days:							# of Teacher Days:								

Nov-28							Dec-28							Jan-29							Feb-29						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
			1	2	3	4						1	2		1	2	3	4	5	6					1	2	3
5	6	7	8	9	10	11	3	4	5	6	7	8	9	7	8	9	10	11	12	13	4	5	6	7	8	9	10
12	13	14	15	16	17	18	10	11	12	13	14	15	16	14	1	16	17	18	19	20	11	12	13	14	15	16	17
19	20	21	22	23	24	25	17	18	29	20	21	22	23	21	22	23	24	25	26	27	19	19	20	21	22	23	24
26	27	28	29	30			24	25	26	27	28	29	30	28	29	30	31				25	26	27	28			
							31																				
# of Inservice Days:							# of Inservice Days:							# of Inservice Days:							# of Inservice Days:						
# of Student Days:							# of Student Days:							# of Student Days:							# of Student Days:						
# of Teacher Days:							# of Teacher Days:							# of Teacher Days:							# of Teacher Days:						

Mar-29							Apr-29							May-29							Jun-29						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
				1	2	3	1	2	3	4	5	6	7			1	2	3	4	5						1	2
4	5	6	7	8	9	10	8	9	10	11	12	13	14	6	7	8	9	10	11	12	3	4	5	6	7	8	9
11	12	13	14	15	16	17	15	16	17	18	19	20	21	13	14	15	16	17	18	19	10	11	12	13	14	15	16
18	19	20	21	22	23	24	22	23	24	25	26	27	28	20	21	22	23	24	25	26	17	18	19	20	21	22	23
25	26	27	28	29	30	31	29	30						27	28	29	30	31			24	25	26	27	28	29	30
# of Inservice Days:							# of Inservice Days:							# of Inservice Days:							# of Inservice Days:						
# of Student Days:							# of Student Days:							# of Student Days:							# of Student Days:						
# of Teacher Days:							# of Teacher Days:							# of Teacher Days:							# of Teacher Days:						

Public Comment Statement

The Board of Education welcomes community member input during meetings about issues on or not on the agenda. The Board is not able to respond directly to you during Public Comment; the Board may decide at the end of the meeting during Board Member Comment to discuss your topic at a work session, regular meeting, or direct the Superintendent to look into a situation further.

The Board may not speak about subjects that are protected by legal confidentiality such as specific student discipline issues or personnel issues that could disparage or slander district employees.

The general guideline is approximately three minutes per speaker; however, additional time is allowable if needed. When you speak to the Board, please state your first and last name for the record.

Together, strong in identity, potential, purpose



NOME PUBLIC SCHOOLS **FY2027 DRAFT BUDGET**

For Presentation to the Board January 13, 2026

Ms. Marjorie Tahbone, President

Mrs. Jamie Burgess, Superintendent

Mrs. Darlene Trigg, Vice-President/Clerk

Mr. Jon Gregg, Treasurer

Mrs. Nancy Mendenhall, Board Member

Ms. Sigvanna Tapqaq, Board Member

MISSION

We inspire and empower students to be culturally grounded responsible citizens who are deeply connected to our community and world.



January 7, 2026

Members of the Board of Education
Nome Public Schools
Nome, Alaska 99762

The Nome Public Schools (District) is pleased to present you with the budget for the fiscal year 2027. The budget document is the primary document that communicates the District's plans for spending in the ensuing fiscal year, and it also details its organizational goals and objectives in monetary terms. The District is required to prepare and approve a balanced budget and submit it to the City of Nome by May 1st and to the Department of Education & Early Development by July 15th each year. A balanced budget is defined as revenue budgeted at least the same as, or more than, the budgeted expenditures or use of fund balance.

In presenting the FY2027 Budget document, we may discuss the instructional, operational, and financial plans in an open forum. We believe community interaction and input between stakeholders leads to improvements benefiting the education of children at Nome Public Schools. The administration of Nome Public Schools has reviewed and discussed its plan for the FY2027 school year in terms of what can be accomplished within the bounds of a balanced budget.

Budget development and analysis are always a work in progress. Changes will occur in FY2027 when salaries, benefits, and foundation funding are finalized.

Organizational Component

The City of Nome was incorporated in 1901 as a first-class city under the laws of the Territory of Alaska. The City operates under council-manager form of government and performs municipal duties allowed by Alaska Statutes and as directed by its residents.

The Nome Public Schools is a component unit of the City of Nome and is organized under Title 29.42.030 of Alaska Statutes as amended. The City has delegated the administrative responsibility for these functions to the Nome Public Schools Board of Education. The School Board is governed by a five-member school board with members elected by district and complemented by a non-voting student representative.

Budget Process

Alaska Statute 14.14.065. Relationship between city school district and city. The relationships between the school board of a city school district and the city council and

executive or administrator are governed in the same manner as provided in AS 14.14.060. AS 14.14.060 (c) states “except as otherwise provided by municipal ordinance, the borough school board shall submit the school budget for the following year to the borough assembly by May 1 for approval of the total amount. Within 30 days after receipt of the budget the assembly shall determine the total amount of money to be made available from local sources for school purposes and shall furnish the school board with a statement of the sum to be made available. If the assembly does not, within 30 days, furnish the school board with a statement of the sum to be made available, the amount requested in the budget is automatically approved. Except as otherwise provided by municipal ordinance, by June 30, the assembly shall appropriate the amount to be made available from local sources from money available for the purpose.

The District’s School Board approves a budget timeline which includes opportunities for presentation to the public. Below is the FY2027 budget timeline.

FY 2027 BUDGET PROCESS AND TIMELINE

Budget Process, Timeline, Revenue Presentation, Board Sets Education & Fiscal Priorities For the District in Accordance with their Strategic Plan

BP 3100 - BUDGET – The district budget shall be prepared annually from the best possible estimates of revenues and expenditures. The Superintendent or designee shall determine the manner in which the budget shall be prepared and shall schedule the budget adoption process in accordance with legal time requirements. A public hearing shall be held prior to the adoption of the budget or a revised budget.

FY 2027 1st Draft Budget presented to the Board at regular meeting
January 13, 2026

Work Session: “Budget Deep Dive”
January 27, 2026

Tribal Consultations
February 2026

FY 2027 2nd Draft presented to the Board at regular meeting
March 10, 2026

FY 2027 3rd Draft/Final Budget presented to the Board at regular meeting
April 14, 2026

FY 2027 Budget Adoption at special session
April 28, 2026

General Fund Revenues and Expenditures

Below are the assumptions used to develop the FY2027 budget.

Revenue Budget

We have developed this budget based on assumptions about legislative funding for FY2027. This budget assumes that we will be funded at \$6,660 per base student allocation (BSA) with no cuts to Basic Need or any part of the foundation formula itself. We are budgeting for a \$3.5M City of Nome appropriation, which is an \$800,00 increase from FY2026, and \$70,000 increase from what was appropriated in FY2025. The FY2027 appropriation is 80% of the maximum allowable appropriation of \$4.37M.

In the State of Alaska, the number of students enrolled in a district during the 20-day count period is the basis for computing the Average Daily Membership (ADM) that is used to calculate the amount of state funding provided to each district.

Revenue, Transfers In, and Use of Fund Balance projection of \$18,968,239, a \$864,354 increase from FY2026, and a \$1.59M increase from FY2025 actual:

- ❖ Brick-and-mortar enrollment projected at 640 students
- ❖ 90% of the BSA for Correspondence students – 30 projected
- ❖ Intensive students (13 x's the BSA) – 31 projected
- ❖ ISER Area Cost Differential of 1.45
- ❖ Career & Technical Education (CTE) Factor – 1.015
- ❖ Special Needs Factor – 1.20
- ❖ Base Student Allocation (BSA) - \$6,660 (same as FY2026)
- ❖ One-Time State of Alaska funding - \$0
- ❖ TRS On-Behalf and PERS On-Behalf – zero net effect against on-behalf expenditures
- ❖ City appropriation is budgeted at \$3,500,000
- ❖ Impact Aid estimated at \$1,500
- ❖ E-rate estimated with 90% discount rate on internet bills - \$2,511,465
- ❖ Other Revenues projected at \$295,000 (includes dorm and DOT rent, local contributions, gate fees, and student activities fees)
- ❖ Earning on Investments (interest) of \$120,000
- ❖ Transfer in from Apartment Fund of \$225,000
- ❖ Utilize unreserved fund balance - \$485,859

Expenditure Budget

Below are the expenditure highlights and other considerations for FY2027. This budget includes:

- ❖ Annual step increases/salaries updated
- ❖ A 2.5% increase to health insurance premium rates
- ❖ Other employer-paid benefits remain status quo – 22% for PERS & 12.56% for TRS

- ❖ Staffing based on overall monetary availability per revenue and expenditure assumptions
- ❖ A 10% increase to liability and property insurance
- ❖ Utilities budgeted based on estimated need/cost

Nome Elementary School

- ❖ No major changes from FY2026
- ❖ Supply budgets slightly increased from FY2026

Anvil City Science Academy

- ❖ Sped staffing: Increased paraprofessionals from 0.5 to 2.0 FTEs
- ❖ Supply budget slightly increased from FY2026

Nome-Beltz Middle High School

- ❖ Staffing same as FY2026
- ❖ Supply budgets slightly increased from FY2026
- ❖ Student activities – Increased budget for coaches/advisors due to increased cost & increased student travel budget by \$15,000

Districtwide

- ❖ BAG grant to offset internet costs by \$144k (Tech budget still short for staff devices and increases to various software costs)
- ❖ Reduced Districtwide Sped Budget by eliminating extra duty budget for training stipends
- ❖ Increased Property and Liability Insurance by 10%
- ❖ Transfer to Food Service status quo at \$215,000
- ❖ Transfer to Pupil Transportation status quo at \$50,000
- ❖ No Transfer to Capital Improvement Project fund

We thank you for your consideration of the FY2027 budget.

Sincerely,


 Jamie Burgess
 Superintendent

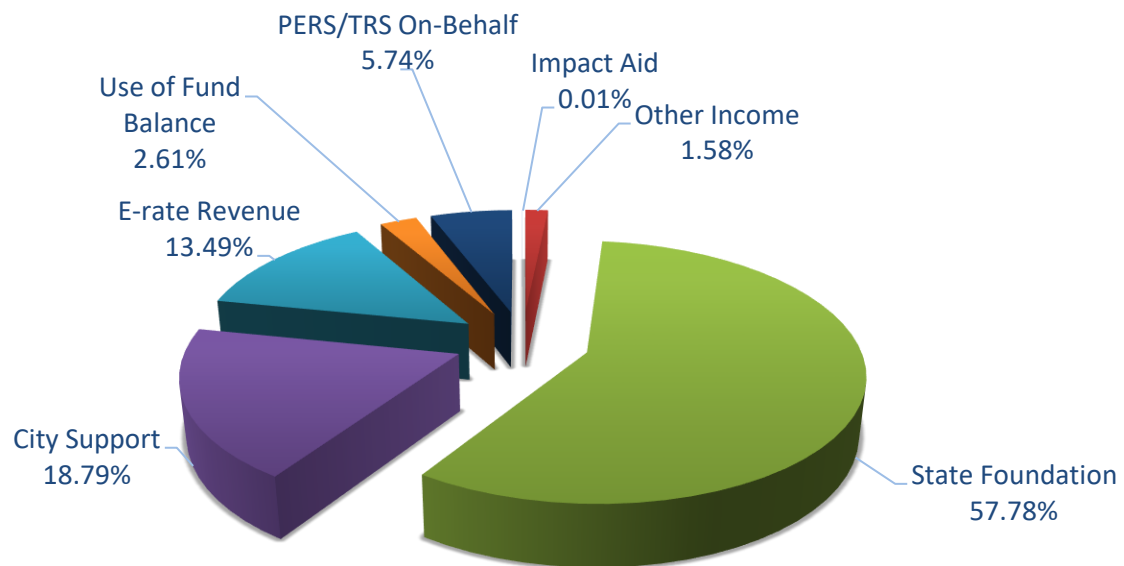

 Genevieve Hollins
 Contracted CFO

NOME PUBLIC SCHOOLS

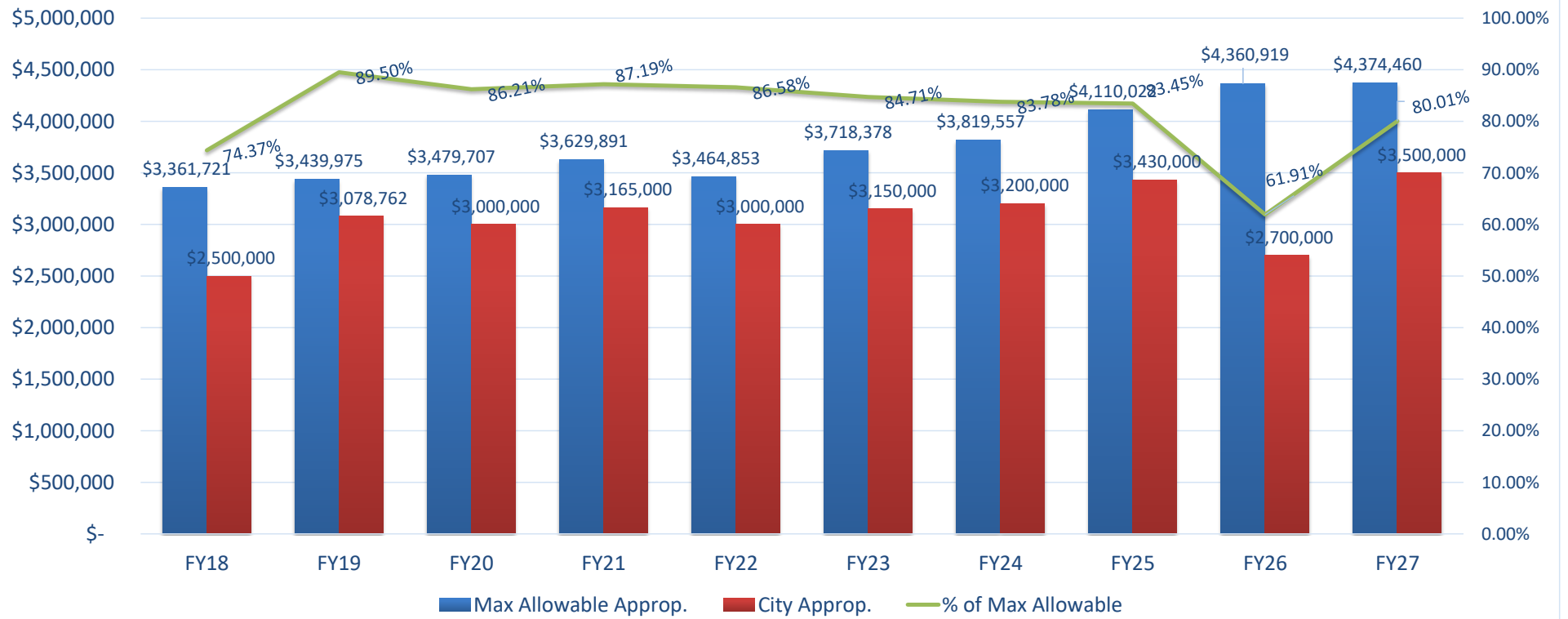
Revenue Budget

	FY2025 Final Budget	FY2026 Budget Revision #1	FY2027 Budget	Change
<i>Enrollment Projection</i>	626.48+21IN 33.25 corresp	639.75+30IN 35.1 corresp	640+31IN 30 corresp	+0.25+1IN -5.1 corresp
FUND 100: General Operating Fund				
City Appropriation	\$ 3,430,000	\$ 2,700,000	\$ 3,500,000	\$ 800,000
State of Alaska Foundation	9,005,834	10,700,592	10,759,864	59,272
Other State Revenue	1,193,047	-	-	-
Other State Revenue (TRS)	798,998	924,169	999,025	74,856
Other State Revenue (PERS)	40,770	69,541	70,526	985
Impact Aid (Federal)	49,242	1,500	1,500	-
E-rate Revenue (Federal)	2,488,372	2,514,158	2,511,465	(2,693)
Other Revenue (Fees/Gate/Rental)	281,300	295,000	295,000	-
Earnings on Investments	305,739	175,000	120,000	(55,000)
Transfer from Apartment Fund	-	300,000	225,000	(75,000)
Transfer from CIP	-	-	-	-
Use of (Addition to) Fund Balance	(222,471)	423,925	485,859	61,934
FUND TOTAL	\$ 17,370,833	\$ 18,103,885	\$ 18,968,239	\$ 864,354
TOTAL GENERAL FUND REVENUE	\$ 17,370,833	\$ 18,103,885	\$ 18,968,239	\$ 864,354

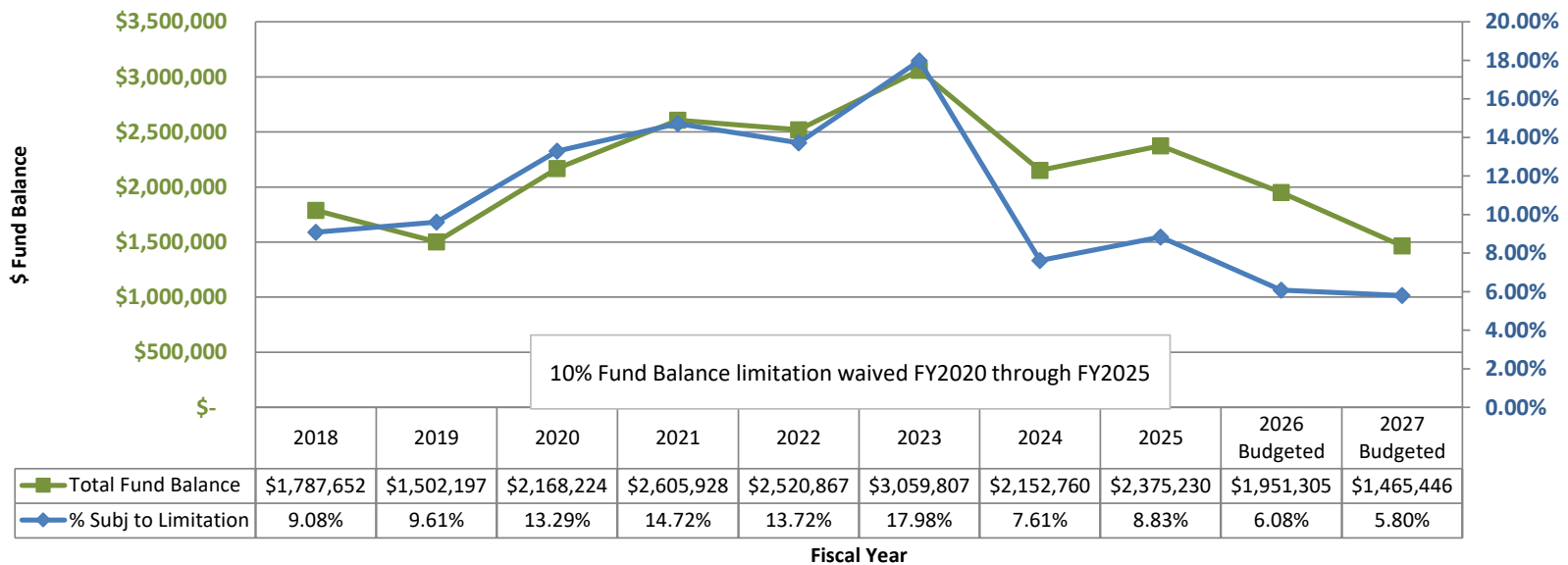
**NOME PUBLIC SCHOOLS
Revenues by Source
FY 2027**



**City Appropriation vs. Maximum Allowable
FY 2018 - FY 2027
10 Year**



Fund Balance - School Operating Fund 10 Year History FY2018 - FY2027 Budgeted



Projected Total Fund Balance - School Operating Fund (General Fund 100) at June 30, 2027:	\$ 1,951,305
Less Exemptions per 4 AAC 09.160(a)	
Inventory (Fuel)	\$ 65,000
Prepaid Items (Liab Insurance, other)	\$ 800,000
Federal Impact Aid Received	\$ 1,500
Fund Balance Subject to 10% Limitation	\$ 1,084,805

Nonexempt fund balance as a percentage of current year expenditures:			
Fund Balance Subject to Limitation	\$ 1,084,805		5.80%
Current Year Expenditures (Fxs 100-700)	\$ 18,703,239	=	

Board Policy 3470 allows calculation of fund balance percentage based on Grand Total Fund Balance / Grand Total Expenses (including transfers). Board approval is required to go below 5 percent.

Grand Total Fund Balance	\$ 1,951,305		10.29%
Grand Total Current Year Expenditures	\$ 18,968,239	=	

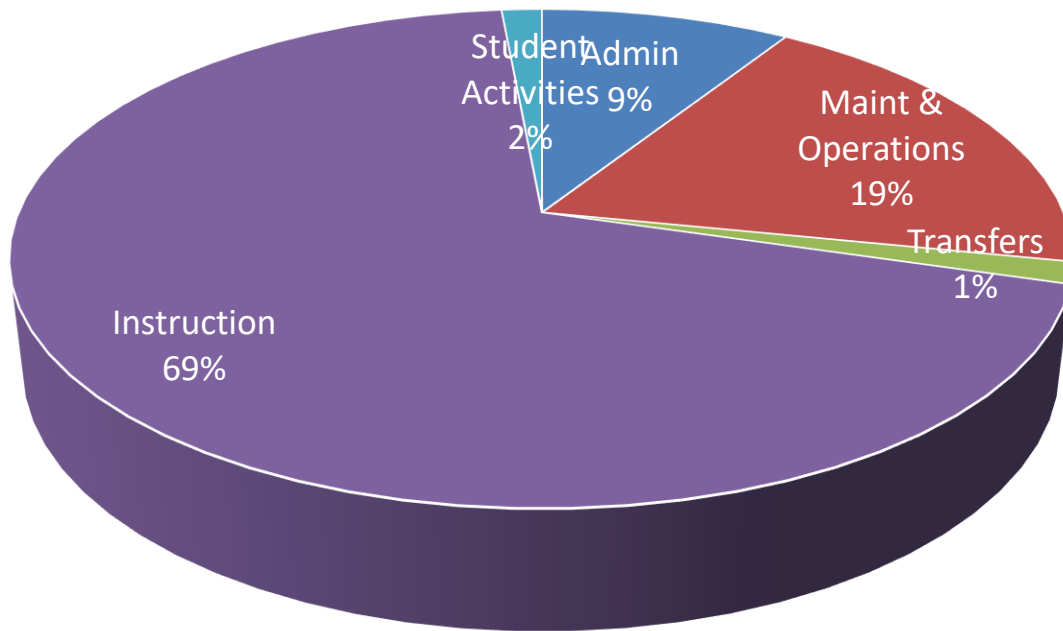
NOME PUBLIC SCHOOLS

Expenditure Summary by Function

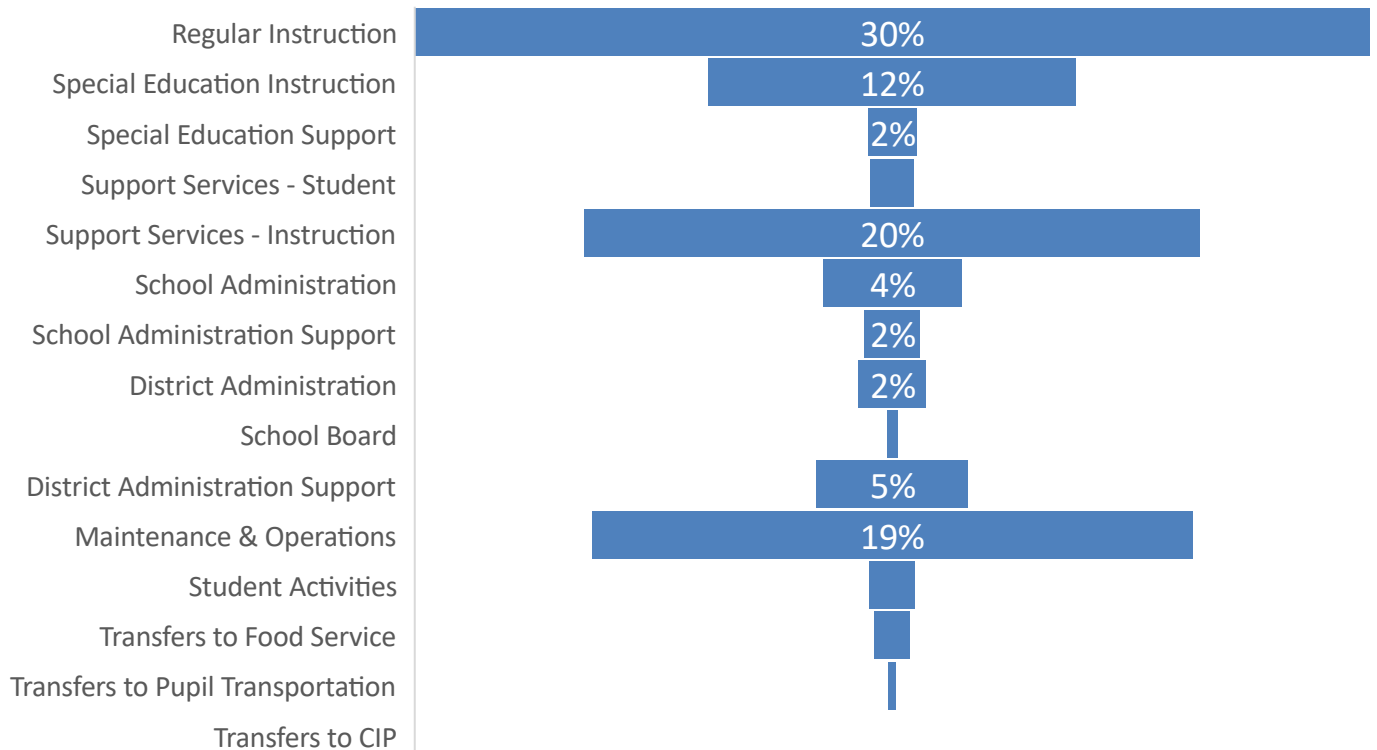
FY 2027 Budget								
Function		FY2025 Final Budget	FY2026 Budget Revision #1	FY2027 Budget	Increase (Decrease)	Percent Change	Percent of FY2027 Total	
100	Instruction	\$ 5,417,450	\$ 5,296,308	\$ 5,756,639	\$ 460,331	8.00%	30.35%	
200	Special Education Instruction	1,505,889	2,127,380	2,222,547	95,167	4.28%	11.72%	
220	Special Education Support	313,951	300,663	293,842	(6,821)	-2.32%	1.55%	
300	Support Services - Student	209,340	251,666	262,138	10,472	3.99%	1.38%	
35X	Support Services - Instruction	3,432,024	3,573,783	3,713,583	139,800	3.76%	19.58%	
400	School Administration	816,614	776,578	835,438	58,861	7.05%	4.40%	
Sub Total Instruction		\$ 11,695,268	\$ 12,326,378	\$ 13,084,189	\$ 757,810	5.79%	68.98%	
450	School Administration Support	\$ 280,697	\$ 325,634	\$ 333,265	\$ 7,631	2.29%	1.76%	
510	District Administration	354,375	400,180	409,447	9,266	2.26%	2.16%	
511	School Board	66,964	63,039	63,345	306	0.48%	0.33%	
55X	District Administration Support	902,294	897,019	911,903	14,884	1.63%	4.81%	
600	Maintenance & Operations	3,191,633	3,586,630	3,623,713	37,083	1.02%	19.10%	
700	Student Activities	314,602	240,004	277,378	37,374	13.47%	1.46%	
Sub Total Admin/O&M		\$ 5,110,566	\$ 5,512,507	\$ 5,619,051	\$ 106,544	1.90%	29.62%	
Sub Total Inst/Admin/O&M		\$ 16,805,833	\$ 17,838,885	\$ 18,703,239	\$ 864,354	4.62%	98.60%	
900	Transfers							
900..552	Transfers to Food Service	\$ 215,000	\$ 215,000	\$ 215,000	\$ -	0.00%	1.13%	
900..553	Transfers to Pupil Transportation	50,000	50,000	50,000	-	0.00%	0.26%	
900..554	Transfers to CIP	300,000	-	-	-	0.00%	0.00%	
900...555	Transfers to Apartment Fund	-	-	-	-	0.00%	0.00%	
Sub Total Transfers		\$ 565,000	\$ 265,000	\$ 265,000	\$ -	0.00%	1.40%	
Total General Fund		\$ 17,370,833	\$ 18,103,885	\$ 18,968,239	\$ 864,354	4.56%	100.00%	

NOME PUBLIC SCHOOLS

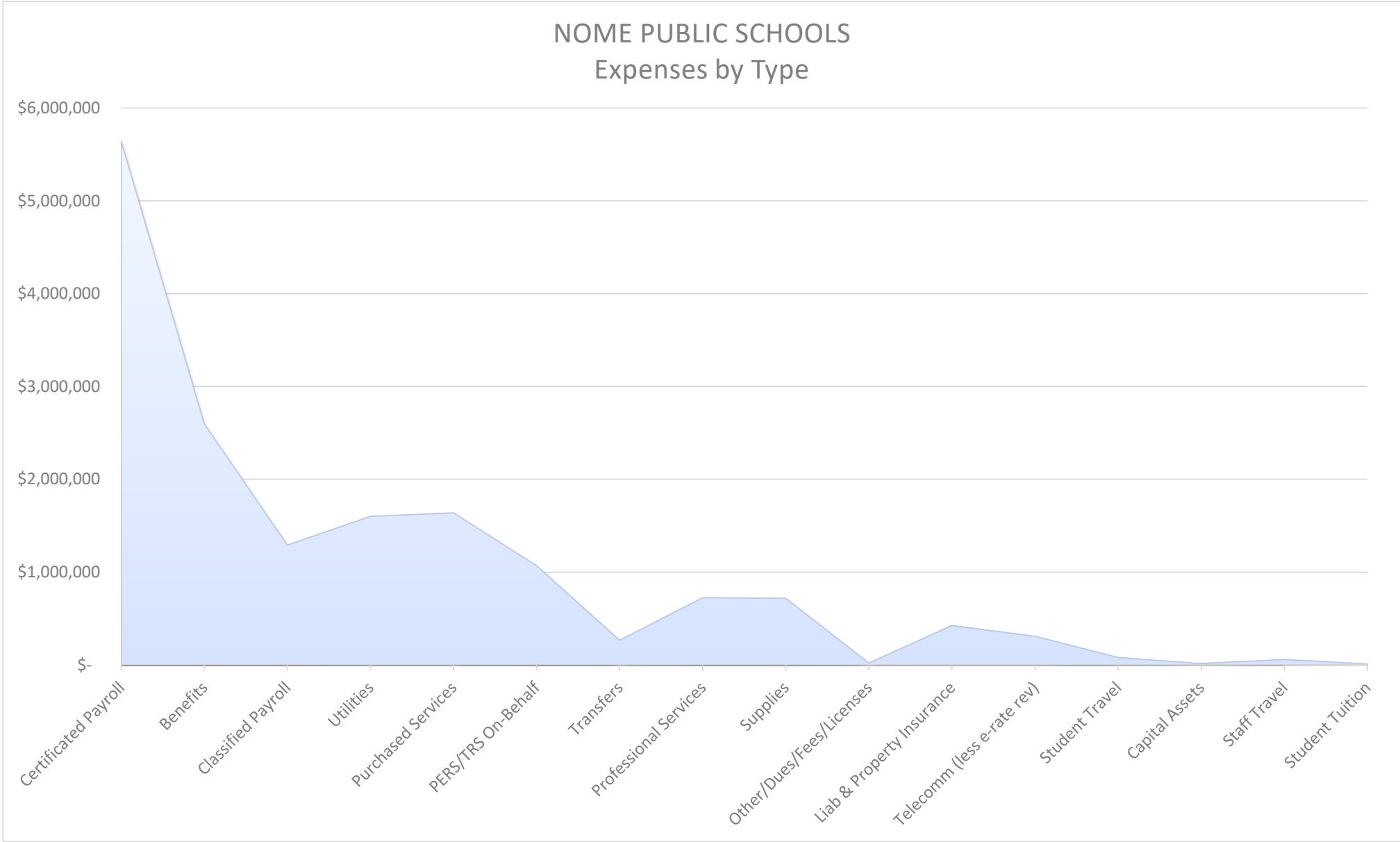
Expenditures by Function Groupings



Expenditures by Function

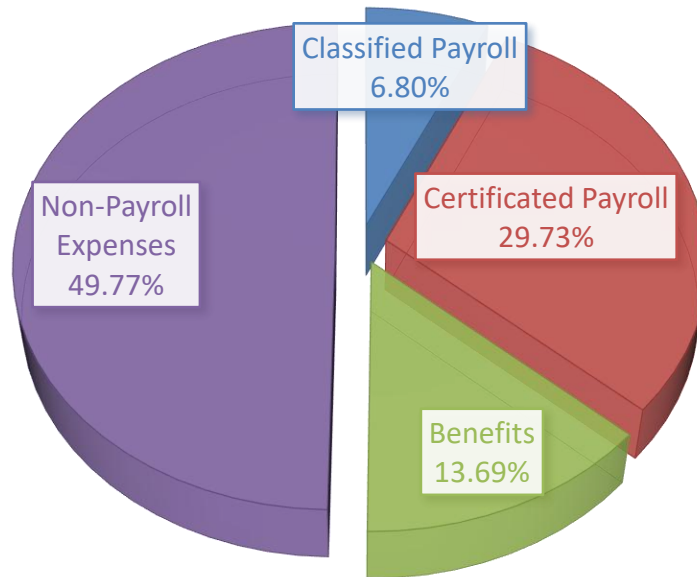


NOME PUBLIC SCHOOLS
Expenses by Type

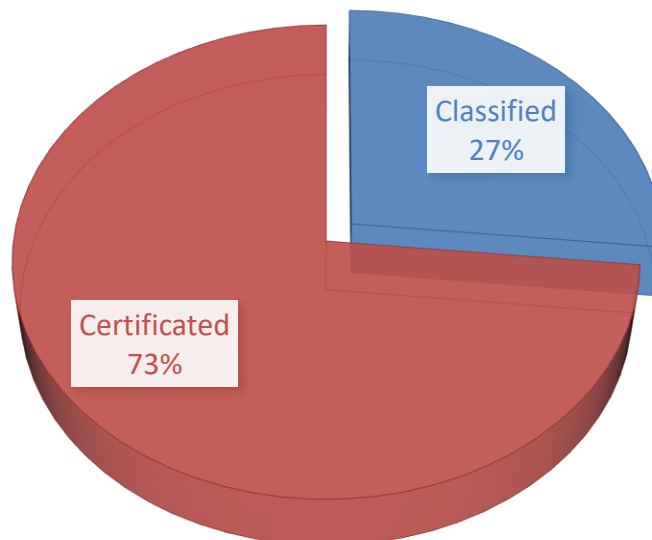


NOME PUBLIC SCHOOLS

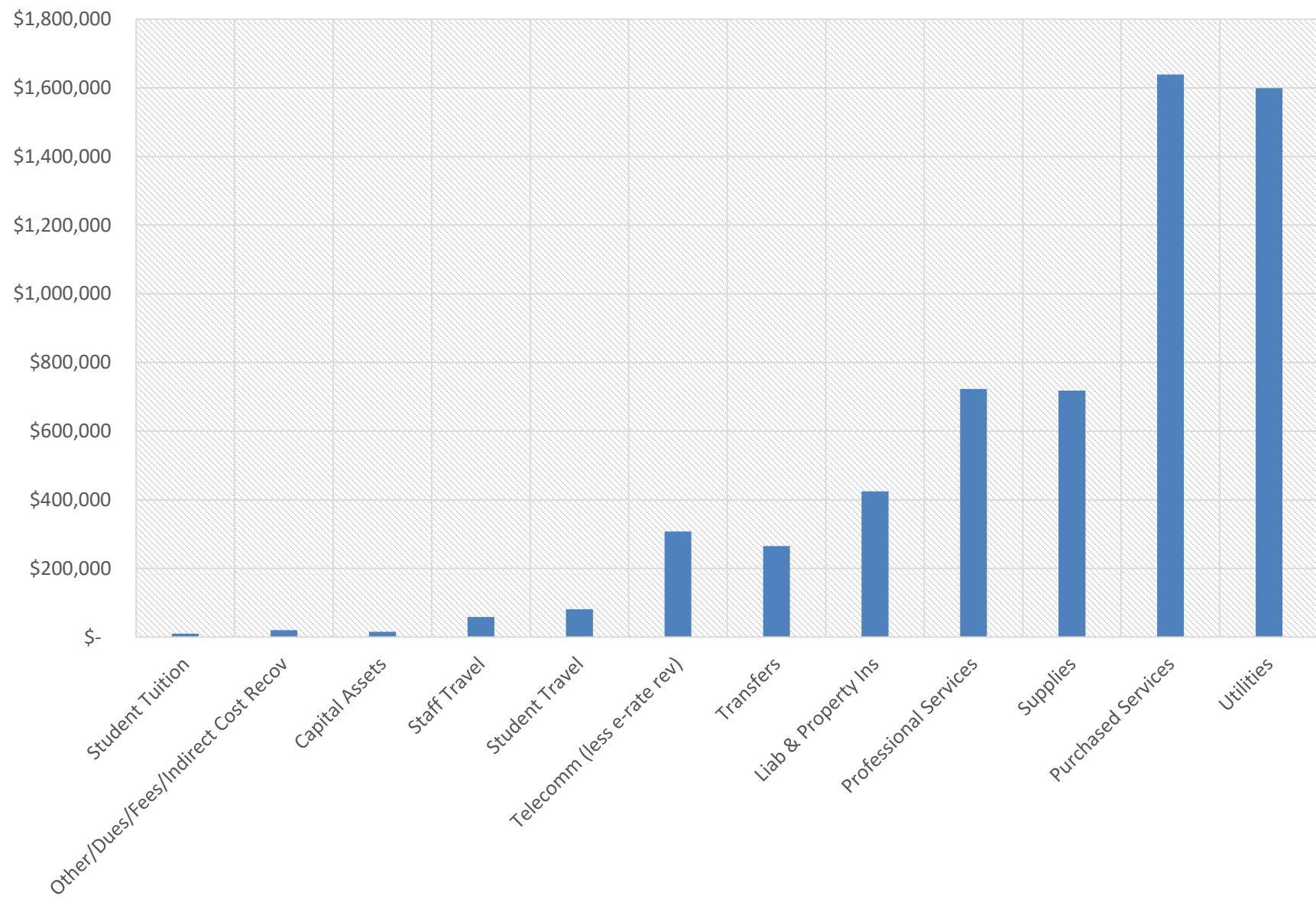
PAYROLL & NON-PAYROLL COSTS

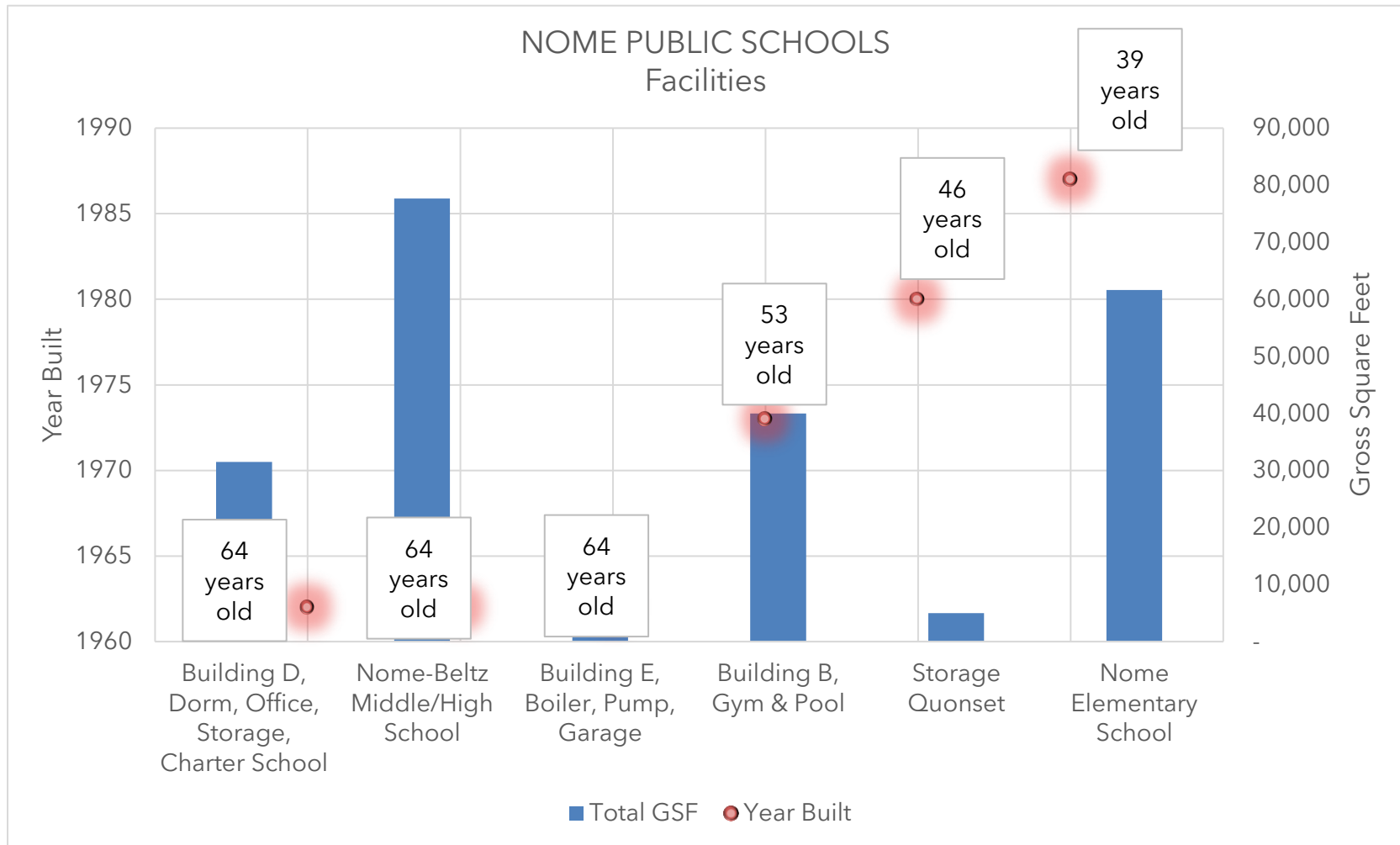


TYPES OF EMPLOYEES



NOME PUBLIC SCHOOLS
Non-Payroll Expenses





- 2006** Building B - Cafeteria Addition & Gym Addition
- 2022** Building D - ACSA Restroom Renovation
- 2023** Building B - Pool Upgrade (conversion to chlorine)
- 2023** Building D & NBMHS - HVAC DDC Control Upgrades
- 2025** NBMHS - Partial Roof Replacement



NOME ELEMENTARY SCHOOL

FY 2027 Budget
Location 300

	FY2026 Budget Revision #1	FY2027 Budget	\$ Change	% Change
Fund 100: School Operating				
Function: 100 Regular Instruction	\$ 2,291,716	\$ 2,456,754	\$ 165,038	7.20%
120 Bilingual/Bicultural	-	-	-	
200 Special Education	1,250,344	1,274,835	24,491	1.96%
300 Support Services - Students	600	600	-	0.00%
350 Support Services - Instruction	-	-	-	
351 Improvement of Instr. Svcs.-Tech	8,035	8,500	465	5.79%
352 Support Services - Library	77,192	79,322	2,130	2.76%
354 Staff Inservice	2,000	2,000	-	0.00%
400 School Administration	286,706	333,383	46,676	16.28%
450 School Administration Support	149,639	152,956	3,316	2.22%
600 Operations & Maintenance	401,850	401,850	-	0.00%
Fund Total	4,468,083	4,710,199	242,116	5.42%
TOTAL	\$ 4,468,083	\$ 4,710,199	\$ 242,116	5.42%
# Students (PreK-5)	292.6	290.0	(2.6)	-0.89%
# Teachers	21.50	21.50	0.0	0.00%
# Classified	8.8	8.8	0.0	0.00%
# Administrators	2.0	2.0	0.0	0.00%
Pupil / Teacher Ratio	13.6	13.5	(0.1)	-0.89%
Average Per Pupil Expenditure	\$ 15,270	\$ 16,242	\$ 972	6.36%

NOME PUBLIC SCHOOLS

FY 2027 Budget

Location 300 Nome Elementary School

Elementary			FY2026			
Account Code	Description	Comments	Budget Revision #1	FY2027 Budget	Change	
Regular Instruction						
100.300.100	315	Cert-Teacher	16.00 FTE	\$ 1,397,162	\$ 1,511,398	\$ 114,236
100.300.100	316	Extra Duty	Mentors	2,500	2,500	-
100.300.100	323	NonCert-Aides	0.00 FTE	-	-	-
100.300.100	329	Substitute and Temporary	302 degreed sub days	82,960	80,000	(2,960)
100.300.100	361	Health/Life Insurance		271,121	277,894	6,773
100.300.100	362	Unemployment Insurance		7,413	7,969	556
100.300.100	363	Worker's Comp		14,826	15,939	1,113
100.300.100	364	FICA		26,797	28,227	1,430
100.300.100	365	TRS		175,798	190,146	14,348
100.300.100	366	PERS		-	-	-
100.300.100	369	Other Benefits	VISA teachers	12,500	5,000	(7,500)
100.300.100	376	TRS On Behalf		254,739	276,181	21,442
100.300.100	377	PERS On Behalf				-
			\$400 per Cert Teacher Plus			
100.300.100	390	Transportation Allowance	Travel Relocation	9,400	9,400	-
100.300.100	420	Staff Travel	Mileage	850	1,000	150
100.300.100	433	Telecommunications	Postage	200	200	-
100.300.100	440	Other Purchased Svs	(Copier maintenance; Cognia \$1400)	9,900	9,900	-
100.300.100	450	Supplies/Material/Media		10,000	25,000	15,000
100.300.100	471	Textbooks		5,000	5,000	-
100.300.100	475	Supplies - Tech Related	ATRT, MAP, DIBELS, Digital Lessons, Safari Montage	10,550	11,000	450
100.300.100	490	Other Expenses		-	-	-
Total	100	Regular Instruction		2,291,716	2,456,754	165,038

Bilingual/Bicultural

100.300.120	315	Cert-Teacher	0.00 FTE (remainder funded thru grants)	-	-	-
100.300.120	323	NonCert-Aides	0.00 FTE (prev funded thru donations)	-	-	-
100.300.120	329	Substitutes/Temporary	0 degreed sub days	-	-	-
100.300.120	361	Health/Life Insurance		-	-	-
100.300.120	362	Unemployment Insurance		-	-	-
100.300.120	363	Worker's Compensation		-	-	-
100.300.120	364	FICA		-	-	-

			FY2026 Budget		
Elementary					
Account Code	Description	Comments	Revision #1	FY2027 Budget	Change
100.300.120	365 TRS		-	-	-
100.300.120	366 PERS		-	-	-
100.300.120	376 TRS On Behalf		-	-	-
100.300.120	377 PERS On Behalf		-	-	-
100.300.120	369 Other Benefits		-	-	-
100.300.120	390 Travel Allowance	\$400 per Cert Teacher &	-	-	-
100.300.120	450 Supplies/Material/Media		-	-	-
100.300.120	491 Dues & Fees		-	-	-
Total	120 Bilingual/Bicultural		-	-	-

Special Education

100.300.200	315 Cert-Teacher	5.50 FTE	422,690	445,783	23,093
100.300.200	316 Extra Duty		25,000	10,000	(15,000)
100.300.200	323 NonCert-Aides	5.80 FTE	208,669	215,501	6,832
100.300.200	329 Substitutes/Temporary	75 degreed sub days	20,000	20,000	-
100.300.200	361 Health/Life Insurance		128,443	131,642	3,199
100.300.200	362 Unemployment Insurance		3,382	3,456	75
100.300.200	363 Worker's Compensation		6,764	6,913	149
100.300.200	364 FICA		23,622	24,480	857
100.300.200	365 TRS		56,230	57,246	1,016
100.300.200	366 PERS		45,907	47,410	1,503
100.300.200	369 Other Benefits		640	640	-
100.300.200	376 TRS On Behalf		79,339	83,673	4,334
100.300.200	377 PERS On Behalf		13,209	13,641	432
100.300.200	369 Other Benefits		100	100	-
100.300.200	390 Travel Allowance	\$400 per Cert Teacher & 2 \$3k Relocation Reimbursements	8,200	8,200	-
100.300.200	410 Professional & Technical	PT/OT/Speech/Sped Teacher Contractor	195,600	195,600	-
100.300.200	420 Staff Travel	Mileage reimbursement	1,400	1,400	-
100.300.200	450 Supplies/Material/Media		10,000	8,000	(2,000)
100.300.200	475 Supplies - Technology Related		1,000	1,000	-
100.300.200	491 Dues & Fees		150	150	-
Total	200 Special Education		1,250,344	1,274,835	24,491

Support Services - Students

100.300.300	322 Non Cert - Specialist	0.00 FTE	-	-	-
100.300.300	329 Substitutes/Temporary	0.00 classified sub days	-	-	-
100.300.300	361 Health/Life Insurance		-	-	-
100.300.300	362 Unemployment Insurance	Counselors, Behavior	-	-	-
100.300.300	363 Worker's Compensation	Specialists	-	-	-
100.300.300	364 FICA		-	-	-
100.300.300	366 PERS		-	-	-
100.300.300	377 PERS On Behalf		-	-	-
100.300.300	369 Other Benefits		-	-	-
100.300.300	450 Supplies/Material/Media		600	600	-

Elementary			FY2026 Budget		
Account Code	Description	Comments	Revision #1	FY2027 Budget	Change
Total 300	Support Services - Students		600	600	-
<u>Support Services - Instruction</u>					
100.300.350	420 Staff Travel	Staff Development	-	-	-
Total 350	Support Services - Instruction		-	-	-
<u>Improvement of Instructional Services - Technology</u>					
100.300.351	475 Supplies - Technology Relati	Learning A-Z, Starfall, Anywhere Cart	8,035	8,500	465
Total 351	Improvement of Instructional Services - Tech		8,035	8,500	465
<u>Library Services</u>					
100.300.352	323 NonCert-Aides	1.00 FTE	43,646	44,949	1,304
100.300.352	361 Health/Life Insurance		13,488	13,826	337
100.300.352	362 Unemployment Insurance		218	225	7
100.300.352	363 Worker's Compensation		436	449	13
100.300.352	364 FICA		3,339	3,439	100
100.300.352	366 PERS		9,602	9,889	287
100.300.352	377 PERS On Behalf		2,763	2,845	83
100.300.352	450 Supplies/Material/Media		2,500	2,500	-
100.300.352	475 Supplies - Technology Relati	Companion Corporation	1,200	1,200	-
Total 352	Library Services		77,192	79,322	2,130
<u>Staff Inservice</u>					
100.300.354	450 Supplies/Material/Media		2,000	2,000	-
Total 354	Staff Inservice		2,000	2,000	-
<u>School Administration</u>					
100.300.400	313 Principal	2.00 FTE	172,837	205,706	32,869
100.300.400	316 Extra Duty Pay	Leadership Team	14,000	14,000	-
100.300.400	361 Health/Life Insurance	Positions: 1 Principal & 1	26,977	27,651	674
100.300.400	362 Unemployment Insurance	Assistant Principal	864	1,099	234
100.300.400	363 Worker's Compensation		1,728	2,197	469
100.300.400	364 FICA		2,506	3,186	680
100.300.400	365 TRS		21,708	27,595	5,887
100.300.400	369 Other Employee Benefits		1,000	1,000	-
100.300.400	376 TRS On Behalf		32,442	38,611	6,170
100.300.400	390 Travel Allowance		400	400	-
100.300.400	420 Staff Travel		200	200	-
100.300.400	433 Communications	Cell Phone & Office Phone	407	437	30
100.300.400	440 Other Purchased Services	Nome Nugget 'Back to School' Advertisement	2,000	2,000	-
100.300.400	450 Supplies/Materials/Media		5,000	5,000	-
100.300.400	475 Supplies-Technology Relate	Subscriptions - Zoom, Planbook, Canva	1,387	1,000	(387)
100.300.400	490 Other Expenses		2,000	2,000	-
100.300.400	491 Dues & Fees	NAESP Membership x 2	1,250	1,300	50
Total 400	School Administration		286,706	333,383	46,676

Elementary			FY2026 Budget		
Account Code	Description	Comments	Revision #1	FY2027 Budget	Change
<u>School Administration Support</u>					
100.300.450	324 NonCert-Support	2.00 FTE	87,000	88,637	1,636
100.300.450	329 Substitutes/Temporaries		750	750	-
100.300.450	361 Health/Life Insurance	Positions: Secretary and	28,021	28,719	698
100.300.450	362 Unemployment Insurance	Registrar	435	447	12
100.300.450	363 Worker's Compensation		870	894	24
100.300.450	364 FICA		6,656	6,838	183
100.300.450	366 PERS		19,140	19,500	360
100.300.450	377 PERS On Behalf		5,317	5,421	104
100.300.450	440 Other Purchased Services	Copier Overages (pg count)	1,250	1,250	-
100.300.450	450 Supplies/Materials/Media		200	500	300
Total	450 School Administration Support		149,639	152,956	3,316
<u>Operations & Maintenance</u>					
100.300.600	431 Water & Sewer		17,550	17,550	-
100.300.600	432 Garbage		9,300	9,300	-
100.300.600	435 Fuel-Heating	FY24: \$162k FY25: \$137k	155,000	155,000	-
100.300.600	436 Electricity	FY25: \$210k	220,000	220,000	-
Total	600 Maintenance & Operations		401,850	401,850	-
Total	100 School Operating Fund		\$ 4,468,083	\$ 4,710,199	\$ 242,116
Total	300 Nome Elementary School		\$ 4,468,083	\$ 4,710,199	\$ 242,116



ANVIL CITY SCIENCE ACADEMY

FY 2027 Budget

Location 025

	FY2026 Budget Revision #1	FY2027 Budget	\$ Change	% Change
Fund 100: School Operating				
Function: 100 Regular Instruction	\$ 429,661	\$ 467,682	\$ 38,022	8.85%
160 Vocational Education	200	500	300	150.00%
200 Special Education Instruction	155,273	202,120	46,847	30.17%
351 Improvement of Instr. Svc.-Tech	470	470	-	0.00%
400 School Administration	159,469	165,615	6,146	3.85%
450 School Administration Support	27,830	28,937	1,107	3.98%
700 Student Activities	1,578	1,578	-	
Fund Total	774,480	866,903	92,422	11.93%
TOTAL	\$ 774,480	\$ 866,903	\$ 92,422	11.93%
# Students (6-8)	60.00	60.00	0.00	0.00%
# Teachers	4.00	4.00	0.00	0.00%
# Classified	1.50	2.50	1.00	66.67%
# Administrators	1.00	1.00	0.00	0.00%
Pupil / Teacher Ratio	15.00	15.00	0.00	0.00%
Average Per Pupil Expenditure	\$ 12,908	\$ 14,448	\$ 1,540.37	11.93%

NOME PUBLIC SCHOOLS

FY 2027 Budget

Location 025 Anvil City Science Academy

Anvil City Science Academy			FY2026 Budget Revision #1	FY2027 Budget	\$ Change
Account Code	Description	Comments			
Regular Instruction					
100.025.100 315	Cert-Teacher	3.50 FTE	\$ 267,600	\$ 287,479	\$ 19,879
100.025.100 323	Teacher Aide		-	-	-
100.025.100 329	Substitute/Temporary	56.60 degreed sub days	11,815	15,000	3,185
100.025.100 361	Health/Life Insurance		34,259	35,110	851
100.025.100 362	Unemployment Insurance		1,397	1,512	115
100.025.100 363	Worker's Compensation		2,794	3,025	231
100.025.100 364	FICA		4,784	5,316	532
100.025.100 365	TRS		33,611	36,107	2,497
100.025.100 366	PERS		-	-	-
100.025.100 369	Other Benefits		500	500	-
100.025.100 376	TRS On Behalf		48,351	52,083	3,731
100.025.100 377	PERS On-Behalf		-	-	-
100.025.100 390	Transportation Allowance	(Up to \$400 per teacher)	1,400	1,400	-
100.025.100 420	Staff Travel	Mileage	1,800	1,800	-
100.025.100 433	Communications		1,000	1,000	-
100.025.100 440	Other Purchased Svs	(Meter Rental; copier maintenance; Cognia \$1400)	6,350	6,350	-
100.025.100 450	Supplies/Material/Media		5,000	12,000	7,000
100.025.100 471	Textbooks		1,000	1,000	-
100.025.100 475	Supplies - Tech Related	Software License	8,000	8,000	-
100.025.100 510	Equipment		-	-	-
Total 100	Regular Instruction		429,661	467,682	38,022
Vocational Education					
100.025.160 450	Supplies/Material/Media	Voc Ed supplies & Artists in Schools	200	500	300
Total 160	Vocational Education		200	500	300
Special Education Instruction					
100.025.200 315	Cert-Teacher	0.50 FTE	49,711	51,973	2,262
100.025.200 323	Paraprofessional	2.00 FTE	41,217	74,404	33,187
100.025.200 329	Substitute/Temporary	9.43 degreed sub days	2,500	2,500	-
100.025.200 361	Health/Life Insurance		6,844	7,113	269
100.025.200 362	Unemployment Insurance		467	644	177
100.025.200 363	Worker's Compensation		934	1,289	355
100.025.200 364	FICA		6,374	8,945	2,571
100.025.200 365	TRS		6,244	6,528	284
100.025.200 366	PERS		9,068	16,369	7,301

			FY2026	FY2027	
Anvil City Science Academy			Budget	Budget	
Account Code	Description	Comments	Revision #1	Budget	\$ Change
100.025.200 376	TRS On-Behalf		9,331	9,755	425
100.025.200 377	PERS On-Behalf		2,514	2,101	(413)
100.025.200 410	Professional & Technical		19,000	19,000	-
100.025.200 420	Staff Travel	Mileage	70	500	430
100.025.200 450	Supplies		1,000	1,000	-
Total 200	Special Education Instruction		155,273	202,120	46,847

Improvement of Instructional Services - Technology

100.025.351 491	Dues & Fees		470	470	-
Total 351	Improvement of Instructional Svcs - Tech		470	470	-

School Administration

100.025.400. 313	Principal	1.00 FTE	100,371	104,706	4,335
100.025.400. 316	Extra Duty Pay	Curriculum development/planning	6,600	6,600	-
100.025.400. 329	Substitutes/Temporaries		795	795	-
100.025.400. 361	Health/Life Insurance		14,658	14,996	337
100.025.400. 362	Unemployment Insurance		539	561	22
100.025.400. 363	Worker's Compensation		1,078	1,121	43
100.025.400. 364	FICA		1,563	1,625	63
100.025.400. 365	TRS		13,436	13,980	544
100.025.400. 369	Other Employee Benefits		200	200	-
100.025.400. 376	TRS On Behalf		17,881	18,695	814
100.025.400. 420	Staff Travel		-	-	-
100.025.400. 433	Communications	Cell Phone	336	336	-
100.025.400. 440	Other Purchased Services		350	350	-
100.025.400. 475	Supplies - Technology Related		637	600	(37)
100.025.400. 490	Other Expenses		400	400	-
100.025.400. 491	Dues & Fees	NAESP Membership	625	650	25
Total 400	School Administration		159,469	165,615	6,146

School Administration Support

100.025.450. 324	Non-Cert Support Staff	0.50 FTE	19,989	20,721	733
100.025.450. 361	Health/Life Insurance		50	50	-
100.025.450. 362	Unemployment Insurance		100	103	4
100.025.450. 363	Worker's Compensation		200	207	7
100.025.450. 364	FICA		1,529	1,585	56
100.025.450. 366	PERS		4,397	4,559	161
100.025.450. 377	PERS On Behalf		1,265	1,312	47
100.025.450. 450	Supplies/Materials/Media		300	400	100
Total 450	School Administration Support		27,830	28,937	1,107

Student Activities

100.025.700. 316	Extra Duty Pay	ACSA House Council Advisi	1,200	1,200	-
100.025.700. 360	Benefits		186	186	-
100.025.700. 376	TRS On-Behalf		192	192	-
100.025.700. 420	Staff Travel		-	-	-
Total 700	Student Activities		1,578	1,578	-

Total 100	School Operating Fund		774,480	866,903	92,422
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Total 025	Anvil City Science Academy		\$ 774,480	\$ 866,903	\$ 92,422
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NOME-BELTZ MIDDLE HIGH SCHOOL

FY 2027 Budget

Location 010



	FY2026 Budget Revision #1	FY2027 Budget	Change	% Change
Fund 100: School Operating				
Function: 100 Regular Instruction	\$ 2,241,402	\$ 2,486,558	\$ 245,156	10.94%
120 Bilingual/Bicultural	400	400	-	0.00%
160 Career Tech Instruction	159,896	167,917	8,021	5.02%
200 Special Education	721,763	745,593	23,830	3.30%
300 Support Services - Students	251,066	261,538	10,472	4.17%
350 Support Services - Instruction	1,500	1,500	-	0.00%
352 Library Services	4,533	1,250	(3,283)	-72.42%
354 Staff Inservice	3,000	3,500	500	16.67%
400 School Administration	330,403	336,441	6,038	1.83%
450 School Administration Support	148,166	151,372	3,207	2.16%
600 Operations & Maintenance	1,120,500	1,125,500	5,000	0.45%
700 Student Activities	238,425	275,800	37,374	15.68%
Fund Total	5,221,053	5,557,368	336,315	6.44%
TOTAL	\$ 5,221,053	\$ 5,557,368	\$ 336,315	6.44%
# Students (6-12)	287.2	290.0	2.8	0.97%
# Teachers	22.5	23.5	1.0	4.44%
# Classified	5.0	5.0	0.0	0.00%
# Administrators	2.0	2.0	0.0	0.00%
Pupil / Teacher Ratio	12.8	12.3	(0.4)	-3.32%
Average Per Pupil Expenditure	\$ 18,179.15	\$ 19,163.34	\$ 984.18	5.41%

NOME PUBLIC SCHOOLS

FY 2027 Budget

Location 010 Nome-Beltz Middle High School

Middle/High School			FY2026		
Account Code	Description	Comments	Budget Revision #1	FY2027 Budget	Change
Regular Instruction					
100.010.100.	315 Cert-Teacher	17.00 FTE	\$ 1,289,853	\$ 1,442,348	\$ 152,495
100.010.100.	316 Cert-Extra Duty	Mentors	8,300	8,300	-
100.010.100.	323 Aides	Permanent Roaming Sub	48,628	50,453	1,825
100.010.100.	329 Substitute and Temporary	377 degreed teacher sub days	100,000	100,000	-
100.010.100.	361 Health/Life Insurance		244,362	264,288	19,926
100.010.100.	362 Unemployment Insurance		7,234	8,006	772
100.010.100.	363 Worker's Compensation		14,468	16,011	1,543
100.010.100.	364 FICA		30,193	32,544	2,351
100.010.100.	365 TRS		163,048	182,201	19,153
100.010.100.	366 PERS		10,698	11,100	402
100.010.100.	369 Other Benefits		500	2,500	2,000
100.010.100.	376 TRS On Behalf		232,720	261,344	28,623
100.010.100.	377 PERS On-Behalf		3,078	3,194	116
100.010.100.	390 Travel Allowance	\$400 per Teacher; Includes Travel Relocation	15,400	15,800	400
100.010.100.	420 Staff Travel	Mileage	4,000	4,000	-
100.010.100.	433 Telecommunications		500	500	-
100.010.100.	440 Other Purchased Svs	(Meter Rental; copier maintenance contract; Cognia \$1400)	12,200	12,200	-
100.010.100.	450 Supplies/Material/Media		20,000	35,000	15,000
100.010.100.	471 Textbooks		7,650	8,000	350
100.010.100.	475 Supplies - Tech Related	\$8,500 Apex (eLearning) & \$8,300 (Read 180)	16,800	17,000	200
100.010.100.	480 Tuition & Stipends	Dual-Credit Courses through UAF NW Campus. Price increased from \$60/student to \$100/student	10,000	10,000	-
100.010.100.	490 Other Expenses	EOY activities (i.e. bowling alley rental, pool rental)	1,000	1,000	-
100.010.100.	491 Dues & Fees		770	770	-
100.010.100.	510 Equipment		-	-	-
Total	100 Regular Instruction		2,241,402	2,486,558	245,156

Middle/High School			FY2026		
Account Code	Description	Comments	Budget Revision #1	FY2027 Budget	Change
Bilingual/Bicultural					
100.010.120.	315 Cert-Teacher	0.00 FTE	-	-	-
100.010.120.	329 Substitute/Temporary	- teacher sub days	-	-	-
100.010.120.	361 Health/Life Insurance		-	-	-
100.010.120.	362 Unemployment Insurance		-	-	-
100.010.120.	363 Worker's Compensation		-	-	-
100.010.120.	364 FICA		-	-	-
100.010.120.	365 TRS		-	-	-
100.010.120.	376 TRS On Behalf		-	-	-
100.010.120.	390 Travel Allowance		-	-	-
100.010.120.	450 Supplies/Material/Media	Indian Ed & JOM pay for majority of supplies	400	400	-
100.010.120.	490 Other Expenses		-	-	-
Total	120 Bilingual/Bicultural		400	400	-
Career and Technical					
100.010.160.	315 Cert-Teacher	1.00 FTE (Career & Tech Teacher)	85,801	89,705	3,904
100.010.160.	329 Substitute/Temporary	10.0 teacher sub days	2,650	2,650	-
100.010.160.	361 Health/Life Insurance		41,140	42,169	1,029
100.010.160.	362 Unemployment Insurance		442	462	20
100.010.160.	363 Worker's Compensation		885	924	39
100.010.160.	364 FICA		1,447	1,503	57
100.010.160.	365 TRS		10,777	11,267	490
100.010.160.	376 TRS On Behalf		16,105	16,838	733
100.010.160.	390 Travel Allowance		400	400	-
100.010.160.	450 Supplies/Material/Media		250	2,000	1,750
100.010.160.	490 Other Expenses		-	-	-
Total	160 Career and Technical		159,896	167,917	8,021
Special Education					
100.010.200.	315 Cert-Teacher	4.00 FTE	326,066	341,409	15,343
100.010.200.	316 Extra Duty Pay		4,000	4,000	-
100.010.200.	323 NonCert-Aides	2.00 FTE	83,947	86,548	2,601
100.010.200.	329 Substitute/Temporary	30.2 teacher degreed sub days	8,000	8,000	-
100.010.200.	361 Health/Life Insurance		54,154	55,503	1,349
100.010.200.	362 Unemployment Insurance		2,110	2,200	90
100.010.200.	363 Worker's Compensation		4,220	4,400	179
100.010.200.	364 FICA		11,762	12,183	421
100.010.200.	365 TRS		40,954	43,383	2,429
100.010.200.	366 PERS		18,468	19,041	572
100.010.200.	369 Other Benefits		2,500	2,500	-
100.010.200.	376 TRS On Behalf		61,203	64,082	2,880
100.010.200.	377 PERS On Behalf		5,029	5,194	165
100.010.200.	390 Travel Allowance	\$400 per Teacher & Relocation Reimb	4,600	4,600	-

Middle/High School			FY2026	FY2027	
Account Code	Description	Comments	Budget Revision #1	Budget	Change
100.010.200.	410 Professional & Technical		79,400	79,400	-
100.010.200.	420 Staff Travel	Mileage reimb	-	-	-
100.010.200.	450 Supplies/Material/Media		10,000	8,000	(2,000)
100.010.200.	475 Supplies-Technology Related		5,200	5,000	(200)
100.010.200.	491 Dues & Fees		150	150	-
Total	200 Special Education		721,763	745,593	23,830

Support Services - Students

100.010.300.	316 Extra Duty Pay	PLC/Team Leaders, Team Trainer	10,459	10,628	169
100.010.300.	318 Cert-Specialist (Counselor)	1.50 FTE	115,136	121,313	6,177
100.010.300.	322 NonCert-Specialist	1.00 FTE	46,914	47,384	469
100.010.300.	329 Substitute/Temporary		1,325	1,325	-
100.010.300.	361 Health/Life Insurance		13,638	13,976	337
100.010.300.	362 Unemployment Insurance		869	903	34
100.010.300.	363 Worker's Compensation		1,738	1,806	68
100.010.300.	364 FICA		5,511	5,639	128
100.010.300.	365 TRS		15,775	16,572	797
100.010.300.	366 PERS		10,321	10,424	103
100.010.300.	369 Other Employee Benefits		500	500	-
100.010.300.	376 TRS On Behalf		21,611	22,770	1,159
100.010.300.	377 PERS On Behalf		2,970	2,999	30
100.010.300.	390 Travel Allowance	\$400 per Teacher	600	600	-
100.010.300.	440 Other Purchased Services	copier usage	10	10	-
100.010.300.	450 Supplies/Materials/Media		1,000	2,000	1,000
100.010.300.	475 Supplies-Technology Related		2,263	2,263	-
100.010.300.	490 Other Expenses	Nat'l Clearinghouse - student tracker	425	425	-
Total	300 Support Services - Students		251,066	261,538	10,472

Support Services - Instruction

100.010.350.	420 Travel	Professional	1,500	1,500	-
Total	350 Support Services - Instruction		1,500	1,500	-

Library Services

100.010.352.	323 NonCert-Aides	0.00	-	-	-
100.010.352.	329 Substitute/Temporary	3 hrs/wk	3,007	-	(3,007)
100.010.352.	361 Health/Life Insurance		-	-	-
100.010.352.	362 Unemployment Insurance		15	-	(15)
100.010.352.	363 Worker's Compensation		30	-	(30)
100.010.352.	364 FICA		230	-	(230)
100.010.352.	366 PERS		-	-	-
100.010.352.	377 PERS On Behalf		-	-	-
100.010.352.	440 Other Purchased Services		-	-	-
100.010.352.	450 Supplies/Material/Media		1,250	1,250	-
100.010.352.	475 Software License	Companion Corporation Subscription	-	-	-
Total	352 Support Services - Instruction - Library		4,533	1,250	(3,283)

Middle/High School			FY2026	FY2027	
Account Code	Description	Comments	Budget Revision #1	Budget	Change
Staff Inservice					
100.010.354.	450 Supplies/Material/Media		3,000	3,500	500
Total	354 Staff Inservice		3,000	3,500	500
School Administration					
100.010.400.	313 Principal	2.00 FTE	208,360	211,287	2,927
100.010.400.	316 Extra Duty Pay	Leadership Team stipends & Other	8,000	8,000	-
100.010.400.	361 Health/Life Insurance		26,977	27,651	674
100.010.400.	362 Unemployment Insurance		1,042	1,056	15
100.010.400.	363 Worker's Compensation		2,084	2,113	29
100.010.400.	364 FICA		3,021	3,064	42
100.010.400.	365 TRS		26,170	26,538	368
100.010.400.	366 PERS		2,234	2,234	-
100.010.400.	369 Other Employee Benefits		500	500	-
100.010.400.	376 TRS On Behalf		39,109	39,659	549
100.010.400.	390 Relocation Reimbursement		3,000	3,000	-
100.010.400.	410 Professional & Technical		-	-	-
100.010.400.	420 Staff Travel		-	-	-
100.010.400.	433 Communications	Cell Phone	2,340	2,340	-
100.010.400.	440 Other Purchased Services		-	-	-
100.010.400.	450 Supplies/Materials/Media		4,010	5,000	990
100.010.400.	475 Supplies - Technology Related	Canva subscription	637	1,000	363
100.010.400.	490 Other Expenses	Nome Nugget 'Back to School' Advertisement	1,670	1,700	30
100.010.400.	491 Dues & Fees	NASSP Registration x 2	1,250	1,300	50
Total	400 School Administration		330,403	336,441	6,038
School Administration Support					
100.010.450.	324 NonCert-Support	2.00 FTE	85,670	87,131	1,461
100.010.450.	329 Substitutes/Temporary		500	500	-
100.010.450.	361 Health/Life Insurance		28,021	28,719	698
100.010.450.	362 Unemployment Insurance		431	438	7
100.010.450.	363 Worker's Compensation		862	876	15
100.010.450.	364 FICA		6,592	6,704	112
100.010.450.	366 PERS		18,847	19,169	321
100.010.450.	377 PERS On Behalf		5,233	5,325	92
100.010.450.	433 Telecommunications		10	10	-
100.010.450.	440 Other Purchased Services	Copier usage overages	1,000	1,000	-
100.010.450.	450 Supplies/Materials/Media		1,000	1,500	500
Total	450 School Administration Support		148,166	151,372	3,207
Operations & Maintenance					
100.010.600.	431 Water & Sewer		28,000	28,000	-
100.010.600.	432 Garbage		24,000	24,000	-
100.010.600.	435 Fuel-Heating	FY24: \$631k FY25 Actual: \$560k	590,000	590,000	-
100.010.600.	436 Electricity	FY23: \$445k FY24: \$451k FY25: \$462k	460,000	465,000	5,000
100.010.600.	452 General Maintenance Supplies		500	500	-
100.010.600.	458 Gas & Oil		18,000	18,000	-
100.010.600.	490 Other Expenses		-	-	-

Middle/High School			FY2026	FY2027	
Account Code	Description	Comments	Budget Revision #1	Budget	Change
Total 600	Maintenance & Operations		1,120,500	1,125,500	5,000
Student Activity					
100.010.700.	316	Extra Duty Pay Coaches and Club Advisors	55,575	70,000	14,425
100.010.700.	329	Substitutes and Temporary Referees	56,000	60,000	4,000
100.010.700.	360	Benefits: (SS, Med, ESC, WC, TRS-PERS)	11,978	11,978	-
100.010.700.	376	TRS On Behalf	7,203	9,072	1,869
100.010.700.	377	PERS On Behalf	-	-	-
100.010.700.	410	Professional & Technical Referee Association	17,500	17,500	-
100.010.700.	420	Staff Travel	200	200	-
100.010.700.	425	Student Travel Student groups to pickup remainder of travel costs	60,000	75,000	15,000
100.010.700.	440	Other Purchased Services ASAA renewal	1,450	1,450	-
100.010.700.	450	Supplies Athletic Meals, Balls, nets, jerseys, bibs, flags, whistles, mats, etc.	25,000	27,000	2,000
100.010.700.	458	Gas & Oil	100	100	-
100.010.700.	490	Other Expenses, Dues & Fee ASAA Dues	3,420	3,500	80
100.010.700.	510	Equipment	-	-	-
Total 700	Student Activity		238,425	275,800	37,374
Total 100	School Operating Fund		5,221,053	5,557,368	336,315
Total 010	Middle/High School		\$ 5,221,053	\$ 5,557,368	\$ 336,315



DISTRICT WIDE

FY 2027 Budget

Location 500

		FY2026 Budget Revision #1	FY2027 Budget	\$ Change	% Change
Fund 100: School Operating					
<u>Location</u>	<u>500 District-Wide</u>				
Function 100	Regular Instruction - Extension	\$ 173,033	\$ 176,828	\$ 3,795	2.19%
Function 220	Special Education - Support Services	300,663	293,842	(6,821)	-2.27%
Function 350	Support Services - Instruction	61,393	61,802	409	0.67%
Function 351	Support Services -Technology	3,411,661	3,552,240	140,579	4.12%
Function 354	Staff Inservice	4,000	3,000	(1,000)	-25.00%
Function 510	Office of Superintendent	400,180	409,447	9,266	2.32%
Function 511	Board of Education	63,039	63,345	306	0.49%
Function 550	District Admin Support Services	723,917	734,405	10,488	1.45%
Function 553	Human Resources	173,102	177,498	4,396	2.54%
Function 600	Operations & Maintenance	2,064,280	2,096,363	32,083	1.55%
Function 900	Other Financing Uses	265,000	265,000	-	0.00%
Fund Total		\$ 7,640,268	\$ 7,833,769	\$ 193,501	2.53%
TOTAL		\$ 7,640,268	\$ 7,833,769	\$ 193,501	2.53%

NOME PUBLIC SCHOOLS

FY 2027 Budget

Location 500 - Districtwide

Districtwide Dept.				FY2026 Budget				
Account Code		Description		Comments	Revision #1	FY2027 Budget	\$ Change	
Regular Instruction - Extensions								
100.500.140..	315	Cert Teacher	0.50	FTE	Teacher on Assignment	47,666	49,119	1,454
100.500.140..	316	Extra Duty Pay	0.34	FTE	Extra Duty	32,453	33,443	990
100.500.140..	361	Health/Life Insurance				20,570	21,084	514
100.500.140..	362	Unemployment Insurance				401	413	12
100.500.140..	363	Worker's Compensation				801	825	24
100.500.140..	364	FICA				1,162	1,197	35
100.500.140..	365	TRS				10,063	10,370	307
100.500.140..	369	Other Employee Benefits	Pool & Rec Enter Passes			200	200	-
100.500.140..	376	TRS On Behalf				15,038	15,497	459
100.500.140..	390	Travel Allowance				200	200	-
100.500.140..	433	Communications	Postage			50	50	-
100.500.140..	440	Other Purchased Services	Cognia Adv Ed Accred \$1400			2,450	2,450	-
100.500.140..	450	Supplies/Material/Media	Contains \$2700 allotment x 14 students; ~ 55% utilization. +\$1,000 for Ext Supplies			38,200	38,200	-
100.500.140..	475	Supplies - Tech Related	MAP License Renewal			3,550	3,550	-
100.500.140..	491	Dues & Fees				230	230	-
Total	140	Regular Instruction - Extensions				173,033	176,828	3,795
Special Education Instruction - Support Svcs								
100.500.220..	314	Cert - Director/Coordinator	1.00	FTE		116,702	117,835	1,133
100.500.220..	316	Extra Duty			Trainer stipend - sped teachers training para's;	10,000	-	(10,000)
100.500.220..	324	Support Staff	1.00	FTE		50,628	52,590	1,962
100.500.220..	361	Health/Life Insurance				26,205	26,857	653
100.500.220..	362	Unemployment Insurance				887	852	(35)
100.500.220..	363	Worker's Compensation				1,773	1,704	(69)
100.500.220..	364	FICA				5,565	5,732	166
100.500.220..	365	TRS				14,658	14,800	142
100.500.220..	366	PERS				11,138	11,570	432
100.500.220..	369	Other Benefits				250	250	-
100.500.220..	376	TRS On Behalf				21,905	22,118	213
100.500.220..	377	PERS On Behalf				3,110	3,234	124
100.500.220.	390	Travel Allowance				-	-	-
100.500.220.	410	Professional & Technical				16,000	16,000	-
100.500.220..	420	Staff Travel	Mileag reimb			5,000	5,000	-
100.500.220..	440	Other Purchased Services				1,500	1,500	-
100.500.220..	450	Supplies	test forms, curriculum			9,000	7,500	(1,500)
100.500.220.	475	Supplies - Tech Related	MobyMax			5,000	5,000	-
100.500.220.	490	Other Expenses				842	800	(42)

Districtwide Dept.			FY2026 Budget		
Account Code	Description	Comments	Revision #1	FY2027 Budget	\$ Change
100.500.220. 491	Dues & Fees		500	500	-
100.500.220. 510	Equipment		-	-	-
Total 220	Special Education Instruction - Support Svcs		300,663	293,842	(6,821)

Support Services-Instruction

100.500.350.. 314	Cert - Director	0.22 FTE	24,927	25,176	249
100.500.350.. 316	Extra Duty	DW Professional Development - Cert	15,500	15,500	-
100.500.350.. 329	Substitutes/Temporaries	DW Professional Development - Class Position: 1 Dir of Fed Programs (remainder funded by grants)	1,607	1,607	-
100.500.350.. 361	Health/Life Insurance		2,967	3,042	74
100.500.350.. 362	Unemployment Insurance		202	203	1
100.500.350.. 363	Worker's Compensation		420	423	2
100.500.350.. 364	FICA		609	613	4
100.500.350.. 365	TRS		3,131	3,162	31
100.500.350.. 376	TRS On Behalf		4,679	4,726	47
100.500.350.. 390	Travel Allowance		-	-	-
100.500.350.. 410	Professional Services	PowerSchool Training- NBMHS Sec & Asst. Principal	4,800	4,800	-
100.500.350. 420	Staff Travel	District Test Coordinator training	800	800	-
100.500.350.. 440	Other Purchased Services		-	-	-
100.500.350.. 450	Supplies/Material/Media		500	500	-
100.500.350. 475	Supplies - Tech Related		250	250	-
100.500.350.. 490	Other Expenses		1,000	1,000	-
100.500.350.. 491	Dues & Fees		-	-	-
Total 350	Support Services - Instruction		61,393	61,802	409

Support Services - Technology

100.500.351.. 316	Extra Duty		468	468	-
100.500.351.. 318	Cert - Specialist	0.5 FTE	49,766	48,247	(1,519)
100.500.351. 321	Non-Cert - Director/Coordin	1.0 FTE	105,883	110,702	4,819
100.500.351.. 322	Non-Cert - Specialist	1.0 FTE	68,568	70,880	2,313
100.500.351.. 361	Health/Life Insurance	Positions: 1 Tech Director, 1 Systems	40,938	41,961	1,023
100.500.351.. 362	Unemployment Insurance	Administrator & 1 50% Tech Specialist	1,121	1,149	28
100.500.351.. 363	Worker's Compensation		2,242	2,298	56
100.500.351.. 364	FICA		14,067	14,591	524
100.500.351.. 365	TRS		6,251	6,060	(191)
100.500.351.. 366	PERS		38,379	39,948	1,569
100.500.351.. 376	TRS On Behalf		9,341	9,056	(285)
100.500.351.. 377	PERS On Behalf		16,044	16,063	20
100.500.351.. 390	Travel Allowance		200	200	-
100.500.351.. 410	Professional & Technical Services		-	-	-
100.500.351.. 420	Staff Travel	mileage to/from sites	1,000	1,000	-
100.500.351.. 433	Communications	Offset by E-Rate Revenue (90% Reimb Internet) 300 Mbps less (BAG)	2,682,294	2,814,516	132,223
100.500.351.. 440	Other Purchased Services		490	490	-
100.500.351.. 450	Supplies/Material/Media		2,510	2,510	-
100.500.351.. 475	Supplies - Tech Related	School Mgmt & Content Software; Cybersecurity; Staff & Student Devices; Powerschool 504	357,100	357,100	-
100.500.351. 510	Equipment	New copiers (cyclical)	15,000	15,000	-
Total 351	Support Services - Technology		3,411,661	3,552,240	140,579

Districtwide Dept.				FY2026 Budget				
Account Code		Description		Comments	Revision #1	FY2027 Budget		\$ Change
Staff Inservice								
100.500.354..	410	Professional Services			-	-		-
100.500.354..	450	Supplies			4,000	3,000		(1,000)
Total	354	Staff Inservice			4,000	3,000		(1,000)
Office of Superintendent								
100.500.510..	311	Cert-Superintendent	1.00	FTE	150,000	153,000		3,000
100.500.510..	314	Cert-Assistant Superintende	0.50	FTE	66,129	69,138		3,009
100.500.510..	361	Health/Life Insurance			47,884	49,081		1,197
100.500.510..	362	Unemployment Insurance			1,081	1,111		30
100.500.510..	363	Worker's Compensation			2,161	2,221		60
100.500.510..	364	FICA			3,134	3,221		87
100.500.510..	365	TRS			27,146	27,901		755
100.500.510..	369	Other Employee Benefits			100	100		-
100.500.510..	376	TRS On Behalf			40,567	41,695		1,128
100.500.510..	390	Transportation Allowance			1,500	1,500		-
100.500.510..	410	Professional & Technical Services			4,000	4,000		-
100.500.510..	414	Legal Services			15,000	15,000		-
100.500.510..	420	Staff Travel			15,000	15,000		-
100.500.510..	433	Communications	Cellular Service		572	572		-
100.500.510..	440	Other Purchased Services	Cognia Districtwide portion		1,400	1,400		-
100.500.510..	450	Supplies/Material/Media			1,386	1,386		-
100.500.510..	490	Other			5,750	5,750		-
100.500.510..	491	Dues & Fees	CEEAC Renewal \$14K, AK Staff Dev Network, AASA		17,370	17,370		-
Total	510	Office of Superintendent			400,180	409,447		9,266
Board of Education								
100.500.511..	410	Professional & Technical Ser	AASB Board Development & AASB School Climate & Connectedness Survey		12,220	12,220		-
100.500.511..	420	Staff Travel	Nov AASB Annual Conf (3); Dec Winter Boardsmanship (2); Feb Leg Fly-In (2)		20,000	20,000		-
100.500.511..	425	Student Travel	Youth Leadership Institute (2 students & 1 chaperone)		5,970	6,000		30
100.500.511.	445	Insurance & Bond Premiums			225	225		-
100.500.511..	450	Supplies/Material/Media	Boardbook & supplies		1,900	1,900		-
100.500.511..	490	Other Expenses			-	-		-
100.500.511..	491	Dues & Fees	AASB Annual Dues \$10,724; AASB Boardbook & Online Policy Subscription \$5,700; AASB Supt Eval \$6300		22,724	23,000		276
100.500.511..	510	Equipment			-	-		-
Total	511	Board of Education			63,039	63,345		306
District Admin Support Services								
100.500.550..	324	Non-Cert - Support Staff	1.88	FTE	145,331	148,295		2,965
100.500.550..	361	Health/Life Insurance	Positions: 1 AP/Receiving/Purchasing,		25,291	25,923		632
100.500.550..	362	Unemployment Insurance	0.88 Admin. Asst.		727	741		15
100.500.550..	363	Worker's Compensation			1,453	1,483		30

Districtwide Dept. Account Code			Description	Comments	FY2026 Budget		FY2027 Budget	\$ Change
					Revision #1			
100.500.550..	364	FICA			11,118		11,345	227
100.500.550..	366	PERS	\$164,211 salary floor from FY2008; not met		196,184		196,836	652
100.500.550..	369	Other Benefits			200		200	-
100.500.550..	377	PERS On Behalf			9,010		9,197	188
100.500.550..	410	Professional & Technical Ser	Black Mtn, Frontline Education Software Support		33,100		32,379	(721)
100.500.550..	412	Auditing & Accounting Svcs	AKEBS (BM & Payroll) & Annual Audit Services		286,080		286,080	-
100.500.550..	420	Staff Travel	ALASBO		-		-	-
100.500.550..	433	Communications	GCI telecomm		1,200		1,200	-
100.500.550..	440	Other Purchased Services	DO Copier Usage		6,750		6,750	-
100.500.550..	441	Rentals	Pitney Bowes machine		2,440		2,440	-
100.500.550..	445	Insurance - Liability	10% Increase		65,000		71,500	6,500
100.500.550..	450	Supplies/Material/Media	Toner, envelopes, check stock, etc.		4,000		4,000	-
100.500.550..	475	Supplies - Tech Related			350		350	-
100.500.550..	490	Other Expenses			210		210	-
100.500.550..	491	Dues & Fees			475		475	-
100.500.550..	495	Indirect Recovery	FY24: -\$77k FY25: -\$76k		(65,000)		(65,000)	-
Total 550		District Admin Support Services			723,917		734,405	10,488

Human Resources

100.500.553..	314	Cert - Director	0.50	FTE	66,129		69,138	3,009
100.500.553..	361	Health/Life Insurance			6,744		6,913	169
100.500.553..	362	Unemployment Insurance			331		346	15
100.500.553..	363	Worker's Compensation			661		691	30
100.500.553..	364	FICA			5,059		5,289	230
100.500.553..	365	TRS			8,306		8,684	378
100.500.553..	369	Other Employee Benefits			100		100	-
100.500.553..	376	TRS On-Behalf			12,412		12,977	565
100.500.553.	410	Professional & Technical Ser		Digital Insurance Services	24,000		24,000	-
100.500.553.	414	Legal		International Legal fees	17,020		17,020	-
100.500.553..	420	Staff Travel		DEED Training	6,000		6,000	-
100.500.553..	433	Communications		Phone, Postage	1,000		1,000	-
100.500.553..	440	Other Purchased Services		Background Checks	3,500		3,500	-
100.500.553..	450	Supplies/Material/Media			1,000		1,000	-
100.500.553..	475	Supplies-Technology Related		Recruiting/Hiring/Onboarding/ Personnel Platform	13,250		13,250	-
100.500.553..	490	Other Expenses			2,000		2,000	-
100.500.553..	491	Dues & Fees		ASA Membership, Other Job Postings	5,590		5,590	-
Total 553		Human Resources			173,102		177,498	4,396

Operations & Maintenance

100.500.600..	325	NonCert-Maint/Custodial	0.00	FTE	-		-	-
100.500.600..	329	Substitutes		Temp workers	10,000		10,000	-
100.500.600..	361	Health/Life Insurance			-		-	-
100.500.600..	362	Unemployment Insurance			50		50	-
100.500.600..	363	Worker's Compensation			100		100	-
100.500.600..	364	FICA			765		765	-
100.500.600..	366	PERS			-		-	-
100.500.600..	377	PERS On Behalf			-		-	-

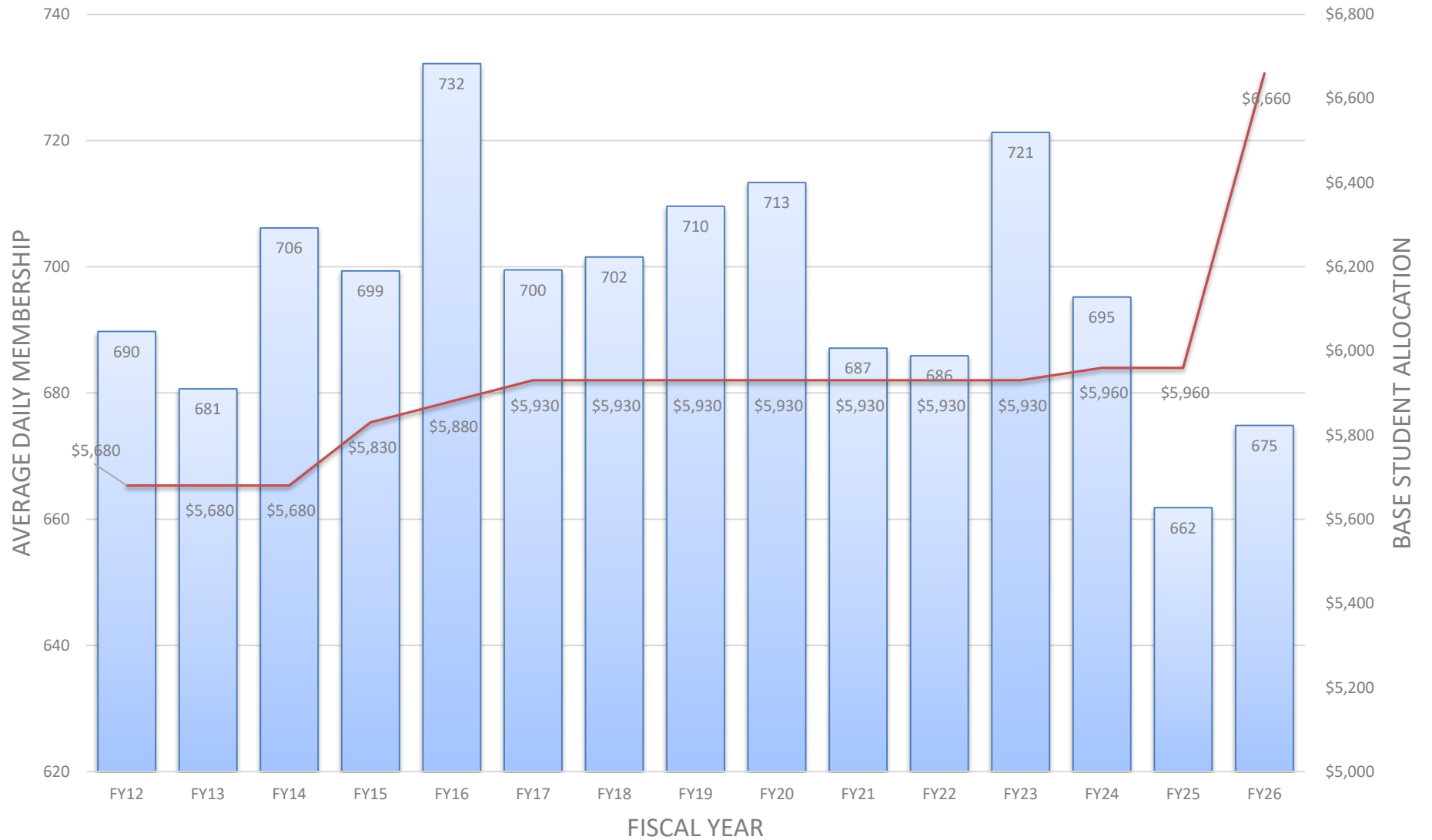
Districtwide Dept.			FY2026 Budget		FY2027 Budget	\$ Change
Account Code	Description	Comments	Revision #1			
100.500.600.. 369	Other Benefits		-		-	-
100.500.600.. 410	Professional & Technical Services		-		-	-
100.500.600.. 420	Staff Travel		-		-	-
100.500.600.. 431	Water & Sewage	Annual Septic Cleanout	12,650		12,650	-
100.500.600. 432	Garbage		11,000		11,000	-
100.500.600.. 433	Communications		600		600	-
100.500.600.. 435	Fuel for Heat	Budgeted at sites	-		-	-
100.500.600.. 436	Electricity	FY23: \$70k FY24: \$61k FY25: \$62k	63,000		63,000	-
100.500.600.. 440	Other Purchased Services		1,580,288		1,580,288	-
100.500.600.. 443	Purchase Vehicle Maint	Vehicle Registrations	5,000		5,000	-
100.500.600.. 446	Property Insurance	10% increase	320,828		352,910	32,083
100.500.600.. 450	Supplies/Material/Media		13,000		13,000	-
100.500.600.. 453	Custodial Supplies		10,000		10,000	-
100.500.600.. 458	Gas & Oil		23,000		23,000	-
100.500.600.. 490	Other Expenses		14,000		14,000	-
Total 600	Operations & Maintenance		2,064,280		2,096,363	32,083
Transfer of Funds						
100.000.900.. 552	Food Service		215,000		215,000	-
100.000.900. 553	Pupil Transportation		50,000		50,000	-
100.000.900.. 554	CIP Fund	CIP major maintenance	-		-	-
100.000.900.. 555	Nome-Beltz Apartments		-		-	-
Total 900	Transfer of Funds		265,000		265,000	-
Total 100	General Operating Fund		\$ 7,640,268		\$ 7,833,769	\$ 193,501
Total	District Wide		\$ 7,640,268		\$ 7,833,769	\$ 193,501

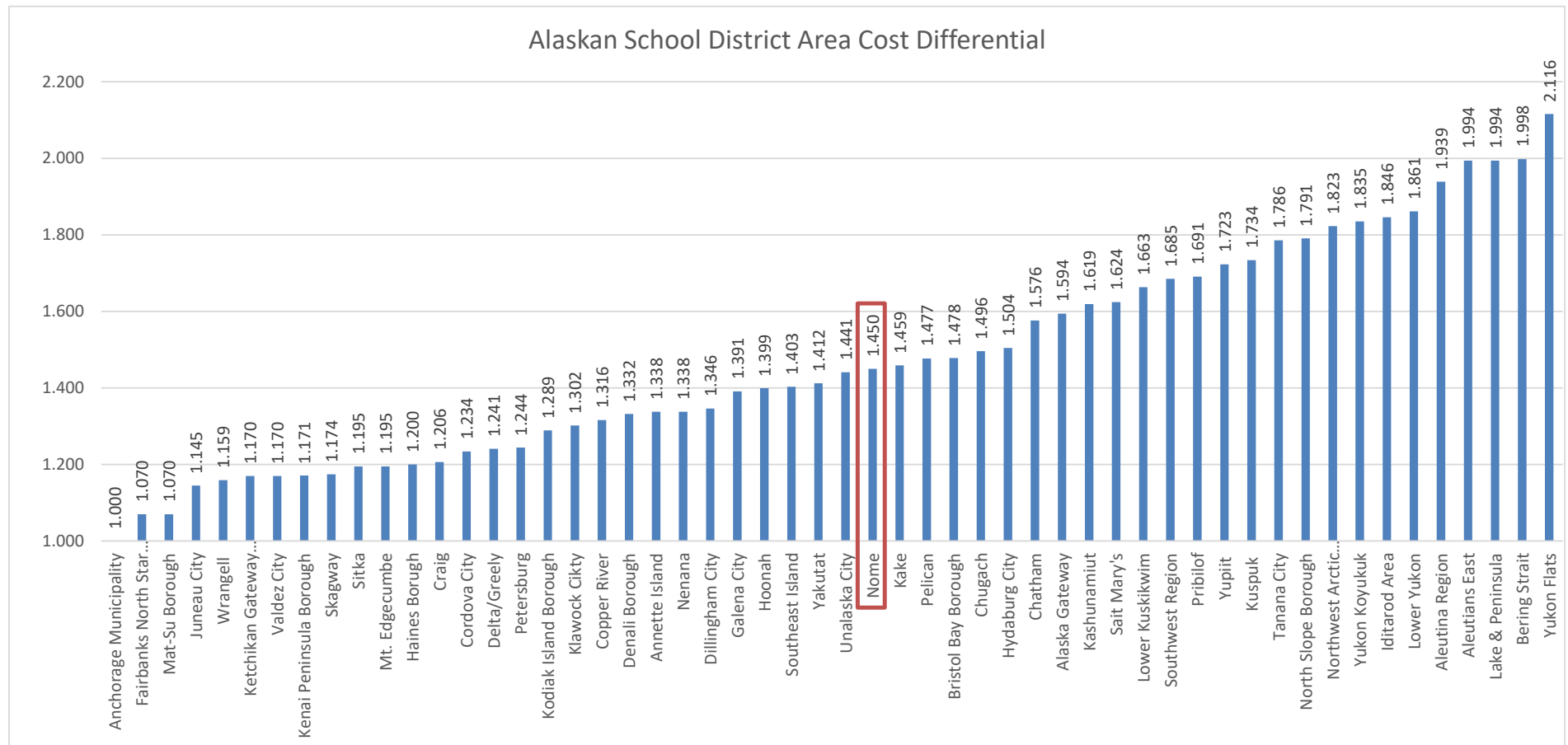
NOME PUBLIC SCHOOLS
Balance Sheet - Governmental Funds
School Operating Fund

	Year-Ended June 30, 2023	Year-Ended June 30, 2024	Year-Ended June 30, 2025	Estimated Year-Ended June 30, 2026	Estimated Year-Ended June 30, 2027
<u>Assets</u>					
Assets:					
Cash and investments	\$ 8,430,744	\$ 6,913,210	\$ 9,341,415	\$ 8,918,990	\$ 8,433,131
Accounts receivable	803,414	580,144	712,825	611,444	611,444
Lease receivable	221,280	-	871,870	-	-
Due from other funds	1,318,137	1,298,835	1,209,422	750,000	750,000
Due from gaming	-	-	-	-	-
Inventories	111,756	89,705	71,573	65,000	65,000
Prepaid items	309,799	820,009	769,713	800,000	800,000
Total assets	\$ 11,195,130	\$ 9,701,903	\$ 12,976,818	\$ 11,145,434	\$ 10,659,575
<u>Liabilities and Fund Balances</u>					
Liabilities:					
Accounts payable	\$ 683,116	\$ 249,864	\$ 492,011	\$ 300,000	\$ 300,000
Accrued payroll liabilities	612,277	625,059	691,246	600,000	600,000
Unearned revenue	18,640	19,596	19,596	18,640	19,000
Due to other funds	6,604,359	6,654,625	8,526,865	8,275,489	8,275,129
Due to student activities	-	-	-	-	-
Total liabilities	7,918,392	7,549,144	9,729,718	9,194,129	9,194,129
Deferred inflows of resources:					
Leases	216,931	-	871,870	-	-
Total liabilities and deferred inflows of resources	8,135,323	7,549,144	10,601,588	9,194,129	9,194,129
Fund balances:					
Nonspendable	421,555	909,714	841,286	866,500	866,500
Restricted	-	-	-	-	-
Committed	-	-	-	-	-
Unassigned	2,638,252	1,243,045	1,533,944	1,084,805	598,946
Total fund balances	3,059,807	2,152,759	2,375,230	1,951,305	1,465,446
Total liabilities and fund balances	\$ 11,195,130	\$ 9,701,903	\$ 12,976,818	\$ 11,145,434	\$ 10,659,575

Note: FY26 & FY27 data depends on timing of when bills are paid and when revenues are received. In addition, the monies flowing through the special revenue funds are recorded in the financials in the General Fund cash account with offsetting transaction in Due to other funds liability account.

Average Daily Membership (ADM) & Base Student Allocation (BSA) 15 Year History







Nome Public Schools
Superintendent Report
Jamie Burgess
January 13, 2026

Board/Leadership Areas of Focus for FY2026:

Family/Community Engagement

The NES Christmas program was very well attended and enjoyable. This is the first time NES has attempted a program with all grades participating at the same time during the school day. We appreciate the work of all the NES teachers who worked hard to teach their students a variety of wonderful songs from different cultures, and especially Mr. Sargent for his work with our 5th graders in percussion.

Culturally Relevant Curriculum

With Ms. Dixon's current remote work status due to medical, I have reached out to Joni Earp as someone who can potentially work with staff this semester and/or next year to help move our curriculum work forward. Ms. Earp has an extensive history in this area with Alaska districts, especially in the area of development of culturally relevant curriculum. I will provide an update for the Board as further discussion with Ms. Earp and Ms. Dixon occur.

Value and Grow Staff

The District is offering an opportunity for a staff member to participate in a National Conference connected to their teaching assignment/content area. With limited funding available elsewhere, we are grateful for the donation from an anonymous donor to make this exciting experience available. Last year, we were able to send Ms. Sarah Liben, HS Biology teacher, to the National Science Teacher Association conference.

Tribal Consultation

The MOA template is nearly complete, and will be ready to be presented to the Board and tribal entities by the February Board meeting. A tribal consultation with Nome Eskimo Community was held in mid-December, and a report will be submitted to the Board in February. I am in the process of working on a consultation with the three remaining tribes for this month.

Financial Update

The preliminary first draft budget for FY27 is attached to this report, and will be discussed in detail at our upcoming January 27th work session. Principals and directors will begin their own "deep dive" into their site/department initial budget, as well as having staffing discussions with myself and Ms. K-J. A meeting with the City Manager is scheduled for Monday January 12th – items to discuss include the City's appropriation for FY27, scheduling facilities walkthroughs, reissuing the RFP for the NES/NBMHS entrance safety upgrades and revisiting discussions for the Beltz Swimming Pool MOA and the second district apartment building plans.

NBMHS Roof Replacement Project Update

Due to difficulties reaching a satisfactory plan with the contractor to address some issues with the installed roof, completing the punch list and finishing out some change orders, we are



Nome Public Schools
Superintendent Report
Jamie Burgess
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currently in a position with our legal counsel speaking with their legal counsel. We have been advised to postpone any reports to or action by the Board at this point in time.

Student Safety Issues

Subsequent to the incident at NBMHS on January 6th, the District leadership team conducted a debrief to determine if changes to our safety procedures are needed. Communications with the community revealed the need to provide a forum for concerned family members to learn more about the district's safety procedures, the ALICE approach to violent intruders, and communication with families. In addition, NBMHS administration is planning an assembly for students; due to the presence of visiting teams for the Subway Showdown on campus and the need for some planning with admin and the Beltz counselors, the assembly will be planned to take place in the next two weeks, as this week is high school finals week.

Updated Administrative Regulations/Exhibits

- AR4113 (a) Salary, Selection, Assignment, Evaluation and Continuing Job Contracts for Extracurricular Duty Jobs: This AR was updated due to recent changes in the Certified Negotiated Agreement, and to address a burdensome interview process.
- E5125.1(a) Notice of Student Directory Information: As part of our ESEA review, DEED is requiring the District to modify its process for notification and opt-out for families with regards to release of directory information to institutes of higher education and/or recruiters and AMYA to conform to federal requirements.
- AR6180 – Dual Credit Guidelines: With the addition of ANSEP to our high school programming, the offering of 4 and 5 credit college courses is more likely, and an adjustment to our AR awarding appropriate high school credit needed to be adjusted to be in line with credit awarded at other districts around the state.

NOTES ON ENROLLMENT NUMBERS BELOW – 3 drop-outs are pursuing GEDs. We had some success in re-enrolling former students/drop-outs.

FY25 Enrollment for Same Month = 665

ENROLLMENT REPORT - 1/11/26

Students Enrolled End of FY25	650
Students Graduated FY25	42
New Kinders Fall 2025	52
New to District	21
Returning Students	40
Total Students Withdrawn	62



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WITHDRAWAL REPORT	
Enrolled at Mt. Edgecumbe High School	3
Moved Out of State	7
Moved within State	38
Dropped Out	14
Early Graduates	0
TOTAL WITHDRAWN	62

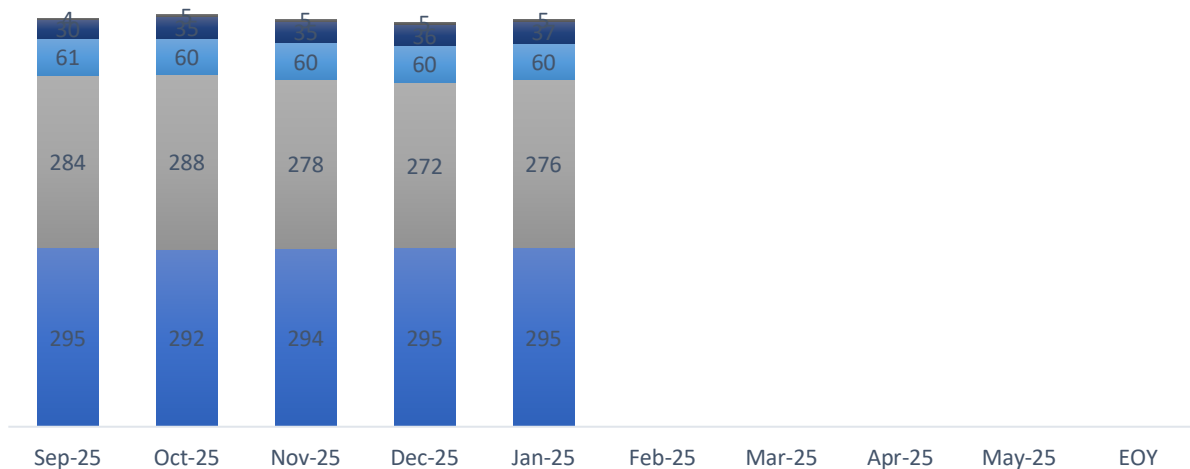
CURRENT DISTRICT ENROLLMENT 1/11/26	
Nome Elementary School	295
Nome-Beltz Middle/High School	276
Anvil City Science Academy	60
Extensions Correspondence Program	37
Pre-K for SPED Svcs. Only	5
TOTAL ENROLLMENT	673



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**Nome Public Schools
FY26
Enrollment**

- Nome Elementary School
- Anvil City Science Academy
- Pre-K for SPED Svcs. Only
- Nome-Beltz Jr/Sr High School
- Extensions Correspondence Program



AR 4113(a) SALARY, SELECTION, ASSIGNMENT, EVALUATION AND CONTINUING JOB CONTRACTS FOR EXTRACURRICULAR DUTY JOBS

The Board recognizes the importance of a comprehensive extracurricular activities program for student. The Board and the Superintendent will recognize the benefits of having qualified Nome Public Schools teachers serve as coaches, sponsors, directors, and advisors and provide for the widest range and number of certified staff deemed qualified to hold a specific job to have the opportunity to serve. It is the responsibility of the Superintendent to approve all extra duty contracts only to eligible applicants who meet the qualifications and requirements of this section.

A. Salary

Athletic coaches and the activities director shall be placed on the Coaching Salaries Schedule in Article IV. of the Negotiated Agreement for an upcoming school year. ~~Placement shall be based on the number of years of qualified experience and a satisfactory performance evaluation for second and subsequent years of service. The Superintendent shall approve the number of years of qualified experience prior to placement on the schedule.~~

Other Activities Salaries

Directors, Sponsors, and Advisors of all other extra-curricular activities shall receive the amount shown in the Negotiated Agreement for an upcoming school year in Article IV.

B. Selection

1. Preference will be given to qualified Nome Public School teachers before any coaching, director, sponsor, or advisor job found in Article IV of the Negotiated Agreement is open to the public.
2. When a vacancy occurs the job shall be posted internally to the Nome Public Schools teachers for five days.
3. In the event more than one qualified teacher candidates apply an interview process shall be used to select the best-qualified teacher.
4. Should no qualified Nome Public Schools teacher apply for a vacancy the job shall be posted to the public. Classified and Administrative employees at Nome Public Schools may apply at anytime after the job has been opened to the public.
5. The interview process for two or more qualified **head** athletic coaching candidates for a job is as follows:
 - a. The Assistant High School Principal shall schedule an interview committee consisting of the High School Principal **and/or Assistant Principal**, Activities Director, Assistant high

~~School Principal~~ and a parent volunteer who is not an employee of Nome Public Schools. The committee shall interview all qualified applicants. The High School Principal will forward the committee's recommendation to the Superintendent for final approval.

c. In the event that the High School Principal, Activities Director, Assistant High School Principal or the parent volunteer cannot attend the interview in person or by ~~conference~~ phone or video conference, the Superintendent may appoint a substitute committee member of comparable rank or standing. The Superintendent may never be a member of the interview committee except in the case of the Activities Director's inability to attend.

d. No assistant high school varsity coach job interview shall take place without that sport's varsity coach being present during the interview in person or by phone.

6. For assistant coaches, the process outlined in #5 above shall be followed with the following exceptions:

a. When the interview is for the job of assistant varsity coach that varsity coach shall join the interview team as a fifth voting member.

b. No assistant high school varsity coach job interview shall take place without that sport's varsity coach being present during the interview in person or by phone.

7. A job candidate shall be able pass a security background check, possess or is able to obtain all certifications required by AASA and any meet any additional criteria deemed relevant by Nome Public Schools before final approval of the Superintendent will be given.

8. Other hiring criteria shall include but is not limited to: relevant coaching experience in ASSA sports at or above Alaska 3-A division, having stunt training certification for a cheer coach who intends to provide direct instruction, practice of, and performance of cheerleading team stunts, and satisfactory extracurricular duty references for individuals new to the District.

9. Additional new criteria may be approved by the Superintendent at anytime but shall not conflict with or prevent an equitable procedure for all qualified applicants or constitute any adverse employment action.

10. The High School Principal may defer holding job interviews for a period not to exceed four weeks once a vacancy is posted for an extracurricular job vacancy to ensure that the broadest range and largest number of Nome Public Schools qualified teachers have been afforded a chance to apply for the job.

11. When only a single qualified Nome Public Schools teacher, or barring that, a single qualified member of the public has applied for a coach job; the same selection process used for the jobs of varsity or assistant varsity coach used when multiple applicants apply shall be used. For all other advisor, director, and sponsor jobs that have only a single final qualified applicant, the Principal can elect to waive the interview process and forward a de hire recommendation to the Superintendent.

12. The Superintendent is not required to approve any contract recommended by the High School Principal.

13. The extracurricular duty jobs of junior & senior high school class sponsors shall be filled with at least one Nome Public Schools Jr. & Sr. School teacher. A member of the public may be only approved as a Jr. or Sr. class sponsor, as the second sponsor, after no other qualified Nome Public Schools teachers have applied.

14. At the recommendation of the High School Principal **and** approval of the Superintendent and after selection procedures of this section have been followed; a qualified individual may interview for and hold more than one extra duty contract in an upcoming school year with the final approval of the Superintendent or in the case of the Activities Director the approval of the Board per the Negotiated Agreement.

15. It is the responsibility of the all of the extra duty job interview teams to consider all aspects and effects of awarding multiple contracts to a single qualified individual for an upcoming school year before recommending this to the Superintendent or the Board in the case of the Activities Director.

16. Except for the activities director contract, the Superintendent shall issue final approval for all extra curricular contracts based on the selection process and subsequent recommendations received from the High School Principal.

C. Assignment

1. Extracurricular duty contracts shall be approved through the Superintendent. The single exception is the contract for the activities director contract that is approved by the Board per the Negotiated Agreement.

2. Only qualified individuals shall be assigned an extra duty contract.

3. The activities director shall be recommended for hire, by the High School Principal up to the Superintendent by using the same selection process for a varsity coach.

D. Evaluation & Continuing Contracts for Extracurricular Jobs

1. Within four weeks of the completion of an AASA sport season all coaches shall receive a written evaluation.

2. A coach receiving a satisfactory evaluation who is planning to return for the upcoming year will be afforded a "first right of refusal" for the same job for the upcoming year. Upon receipt of the upcoming year's contract a coach shall have five working days in which to return a signed contract of acceptance to the High School Principal who shall sign and date when the accepted contract was received back. The High School Principal shall forward this contract with a performance rubric, for past employees; or the interview rubric for new hires, to the Personnel Officer. After five working days the job shall be declared open and posted if no accepted and signed contract has been received back by the High School Principal.

3. A coach receiving an unsatisfactory performance evaluation shall not be offered that same job and does not retain the first right of refusal for the same job.

4. Sponsors, directors, and advisers of non-athletic extracurricular activities shall receive a written performance rubric.

5. The Activities Director and Assistant Principal shall share evaluation duties for all athletic coaches using a performance rubric that shall bear their signatures. The annual performance rubric document is to be attached to the request for payment before the final review by the Superintendent.

6. The High School Principal shall evaluate sponsors, directors, or advisers of non-athletic extracurricular activities. The same provision for the use of a performance rubric for coaches applies with only the High School Principal's signature required.

7. All extra duty contracts recommended to the Superintendent for extracurricular jobs shall be signed by the Superintendent, High School Principal and/or High School Assistant Principal as specified in previously to be valid.

8. The evaluation performance rubric for the activities director shall be completed co-jointly by the High School Principal and the Superintendent. The Superintendent shall recommend a qualified applicant for activities director for the upcoming year to the school board no later ~~that~~ **than** the June regular school board meeting.

9. In the event that a lack qualified applicants exists for Activities Director on the date of the regular June 30-school board meeting, the Superintendent shall notify the Board at that time that the position is open and is posted to all qualified applicants.

Adopted: June 10, 2003

Nome Public Schools

AR 6180 DUAL CREDIT GUIDELINES

Who is Eligible: Any full-time high school student who is enrolled in Nome Public Schools and who meets the qualifying criteria is eligible.

1. The course must be at the 100 level or above through an accredited institution of higher education.
2. Students completing college coursework will receive high school credit as follows:
 - 0.25 high school credit for a one credit college course
 - 0.5 high school credit for two credit college course
 - 1.0 high school credit for a three credit ~~or higher college~~ course
 - 1.5 high school credit for a four or five credit college course
3. The grade recorded on the official college transcript will be recorded as the high school grade. The student is responsible for providing the high school with a copy of the college transcript.
4. The Superintendent has final determination on whether or not a course is accepted for high school credit.

Adopted: September 13, 2019

Nome Public Schools

Note: Under the Family Educational Rights and Privacy Act (“FERPA”), school districts may only disclose directory information without consent if they have given the parent or eligible student notice of the kinds of information the district designates as directory and an opportunity to opt out of directory information disclosures. The following is a sample notice, including an “opt out” form, which addresses both directory information and the disclosure of student information to military recruiters, colleges and Alaska scholarship programs. This form utilizes the Model Notice for Directory Information developed by the federal Family Policy Compliance Office.

NOTICE OF STUDENT DIRECTORY INFORMATION

The Nome Public School District (“District”) has adopted a policy designed to provide parents and students the full protection of their rights under the Family Educational Rights and Privacy Act, also known as FERPA. A copy of the school district’s policy is available for review in the office of all of our schools.

FERPA, with certain exceptions, requires your written consent prior to disclosure of personally identifiable information from your child’s education records. However, the District may disclose appropriately designated “directory information” without written consent, unless you have advised the District to the contrary in accordance with District procedures. The primary purpose of directory information is to allow the District to include this type of information from your child’s education records in certain school publications. Examples include:

- A playbill, showing your student’s role in a drama production;
- The annual yearbook;
- Honor roll or other recognition lists;
- Graduation programs; and
- Sports activity sheets such as for wrestling, showing weight and height of team members

Directory information, which is information that is generally not considered harmful or an invasion of privacy if released, can also be disclosed to outside organizations without a parent’s prior written consent. Outside organizations include, but are not limited to, companies that manufacture class rings or publish yearbooks. In addition, two federal laws require local school districts receiving federal education funding to provide military recruiters, upon request, with three directory information categories – names, addresses and telephone listings – unless parents have advised the school district that they do not want their student’s information disclosed without their prior written consent.¹

The District may also disclose to ~~the State of Alaska or the University of Alaska~~ **institutes of higher education** your student’s eligibility for scholarship programs.

¹ These laws are: Section 9528 of the Elementary and Secondary Education Act (20 U.S.C. § 7908), as amended, and 10 U.S.C. § 503(c), as amended.

The District has designated the following information as directory information:

- Student's name
- Address
- Telephone listing
- Electronic mail address
- Photograph
- Date and place of birth
- Major field of study
- Dates of attendance
- Enrollment status
- Grade level
- Participation in officially recognized activities and sports
- Weight and height of members of athletic teams
- Degrees, honors, and awards received
- Scholarship eligibility
- The most recent educational agency or institution attended
- Student ID number, user ID, or other unique personal identifier used to communicate in electronic systems that cannot be used to access education records without a PIN, password, etc. (A student's SSN, in whole or in part, cannot be used for this purpose.)

You have the right to refuse the designation of any or all of the categories of personally identifiable information as directory information with respect to your student provided that you notify the school district in writing not later than _____, 20__ of this school year. If you object to disclosure of some or all of this information, please complete and return the slip attached to this notice.

If you have no objection to the use of student information, you do not need to take any action.

Nome Public Schools

Parental Directions to Withhold Student Directory Information, for 20__-20__ school year.

Student Name: _____ Date of Birth: _____

School: _____ Grade: _____

(Signature of Parent/Legal Guardian/Custodian of Child)

This form must be returned to your child's school no later than _____, 20__.

~~Parental Directions to Withhold Student Names, Addresses and Phone Numbers from Military Recruiters and Postsecondary Educational Institutions, for 20__-20__ school year. This does, does not include my student's eligibility for University of Alaska scholarship programs.~~

☐ Do not release information as noted below to institutes of higher education, including the University of Alaska system.

Student Name: _____ Date of Birth: _____

School: _____ Grade: _____

(Signature of Parent/Legal Guardian/Custodian of Child)

~~Parental Directions to Withhold Student Names, Addresses and Phone Numbers from Alaska Challenge Youth Academy, for 20__-20__ school year.~~

☐ Do not release information as noted below to military recruiters, including the Alaska Military Youth Academy

Student Name: _____ Date of Birth: _____

School: _____ Grade: _____

(Signature of Parent/Legal Guardian/Custodian of Child)

Additional forms are available at your child's school.



Nome-Beltz Middle High School

PO Box 131, Nome Alaska 99762

Phone: 907-443-5201

Fax: 907-443-3626

Date: 08 January 2026

To: NPS Board

From: Sara James

Subject: January Board Report

Student Council:

- Our first student council meeting of the year was held last Wednesday and we are focusing on our food drive service project. We did lightly discuss some concerns about the firearm incident, but felt we weren't informed enough to fully discuss the topic.
- We discussed the advisory period for next year. We want to emphasize the importance of keeping students on track and on topic. We believe if this does not happen, it will not be useful for the student body.

Student Activities:

- Spirit Club hosted a December Assembly before break that included games, holiday cheer, and a whip-cream pie in the face for Wharry.
- Last month the girls and boys varsity basketball teams started their season by attending The Annual Grace Grizzly Classic Basketball Tournament in Anchorage. The boys team played against Mt. Edgecumb, Cole Valley Christian, and Grace Christian. The girls team played against Mt. Edgecumb, Grace Christain, and Tikigaq.
- The Nome-Beltz high school hosted their annual Subway Showdown tournament last weekend. Both the girls and boys teams from Soldotna, Valdez, and Unalakleet were at the tournament. They had games Thursday, Friday, and Saturday.
- Following the games on Saturday, the Student Council and Senior Class hosted the Subway Showdown dance as a fundraiser.
- The varsity girls team will head to Cordova this weekend while the boys play at South Anchorage.
- The same weekend our varsity wrestling team brought 10 competitors to state and many placed in the top 5 including Treydon Thomas for 4th, Ben Milton for 3rd, Young Erikson

for 5th, Rayden Cross for 5th, Talan Johnson for 3rd, and Renee Brown for 4th. *Below is the wrestling team who made it to state along with their coaches.*



Last Friday, January 9, all of ACSA the participated in a visit to the Foster building where they spent time at the Museum, Cultural Center, and library. Students greatly enjoyed the experience and learned more about Alaska Native culture and Nome history. This activity was part of the Social Studies content standards, which focus on conducting research using primary sources available in local museums related to Alaska Native history and culture. The visit also helped support the reading and writing classrooms that are conducting a collaborative unit on traditional story telling.”

“In Mr. Horton's English Language Arts class, Students practiced strategies for handling difficult drama online during their Digital Citizenship unit. They eagerly took to coming up with scripts and stage actions for demonstrating 'de-escalation', removing themselves from difficult online scenarios with humor and kindness. These skits included famous 'crash-outs' online, followed by the wise decisions of the students to block their bully or turn off their computer in order to avoid letting a conflict get worse! Students quickly came to understand that one of the best ways to deal with online drama was to simply go offline. As they liked to put it, to go out and "touch grass".

Or, since it's Nome, to go outside and "touch tundra"



Nome Elementary School Board Report

January 9, 2025

To: NPS Board

From: Michelle Carton, NES Principal

Subject: January Board Report

NES Data:

Current Enrollment (steady): 297

- Kinder: 52
- 1st grade: 35
- 2nd grade: 44
- 3rd grade: 68
- 4th grade: 54
- 5th grade: 44

Attendance: (attendance % data trending up for December highlighted yellow)

- | | |
|------------------------------|----------------------------|
| • Kinder November: 82.66% | Kinder December: 82.38% |
| • 1st grade November: 84.48% | 1st grade December: 89.4% |
| • 2nd grade November: 86.83% | 2nd grade December: 89.85% |
| • 3rd grade November: 86.66% | 3rd grade December: 87.17% |
| • 4th grade November: 83.56% | 4th grade December: 91.44% |
| • 5th grade November: 82.21% | 5th grade December: 81.32% |

Attendance Considerations:

- 5th grade overall population is low, thereby few on vacations impact overall numbers
- December numbers are generally lower than most months; we saw attendance growth for December

–Many students/families still struggle with illness (hand/foot/mouth and strep were common reports)

–Student quotes regarding attendance:

“I already like coming to school, and now I get awards and maybe a prize”- 3rd grader

“When I got better after being sick, so many people said they missed me”- 4th grader

“I am not very good at school but I always come and [excitedly] I won a prize! I am going to come to school *a//* the time.”-3rd grader

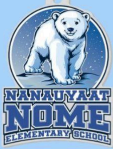
“It is important to be at school because it teaches you to be responsible, like an adult” -2nd grader

Celebrations:

- Bringing back promotional gear to begin selling at school and at events. Dual purpose: represent Nanauyaat pride and raise money for student programs and opportunities. Tentative launch date end of January, with information coming out through our communication channels.

NOME ELEMENTARY SCHOOL SWAG ORDER!

Sport your Nanauyaat pride while supporting NES clubs and activities



NES key chain:
small \$7, large, \$8



NES key acrylic
1.5 x 1.5 pin: \$7

NES sticker : small
\$5, large \$7



NES magnet:
small \$5,
medium \$7,
large \$8



NES short sleeve
black: \$25



NES short sleeve
grey: \$25



NES small pin (1.5 in):
\$4

How to Purchase?

Starting in mid-January, items will be for sale at the NES front office. Families can pay with card, check, or cash in the main office.

Winter Holiday Program:

- Attendance was high (packed house),
- Community feedback was good,
- Ideas cataloged for creating better dismissal procedures and upgrades for next year.
- Student council sold over 500 holiday grams.
- For equity purposes, images and videos were shared out with the community so that absent families (or out of town families) could enjoy. Communicated out through all means; media releases cleared.
- Featured in the Nome Nugget.
- Student Council leading the emceeing was well received.
- NES students sang in Tagalog, Spanish, Inupiaq, and American Sign Language to show multicultural



Starting in January, NES will be selling cool Nanauyaat swag. Scan the QR code here to check out what we will have.

Today's program brought to you by the following:

Dedicated NES teachers and staff
NES Leadership Team
NES Student Leadership Council
NBMHS Music Director, Richard Sargent,
NPS Technology Director, Jim Shreve,
NES Administrative Team, Jennifer & Michelle
and our wonderful students!

Today's Student Emcee's:
Zoe Grimmer, Elizabeth Phah, and Danielle Grimmer.

Thank you for attending to support our students & school.

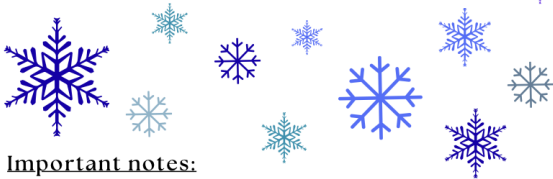


NOME ELEMENTARY SCHOOL *presents* HOLIDAY MUSIC PROGRAM

DECEMBER 16,
2025
12:45 PM



Please consider supporting our student programs by purchasing holiday grams, created by students, at \$1 each, available in the cafeteria after the program. Holiday grams are a special card and treat (to show care) delivered to classes on Friday. Consider gifting one to your classroom teacher, letting kiddos gift to each other, cousins, nieces/nephews, or even spreading a little classroom joy by getting one for each student in your kiddo's class! Students can also buy these during lunch on Wednesday and Thursday. ❄️



Important notes:

- Students will stay with their class during the duration of the entire holiday program.
- Parents desiring to take their student home *after* the program can sign out their kiddo in the cafeteria, then Stacy/admin will call to classes for release. Please support us in this new procedure with patience and grace.
- Please, for student safety, help us keep our hallways and pods completely clear by waiting for students in the cafeteria.
- Friday, December 19th is an early release day.

KINDERGARTEN:
 TWINKLE TWINKLE NORTHERN LIGHTS
 NOME IS OUR HOME
 MERRY CHRISTMAS (IN INUPIAQ)

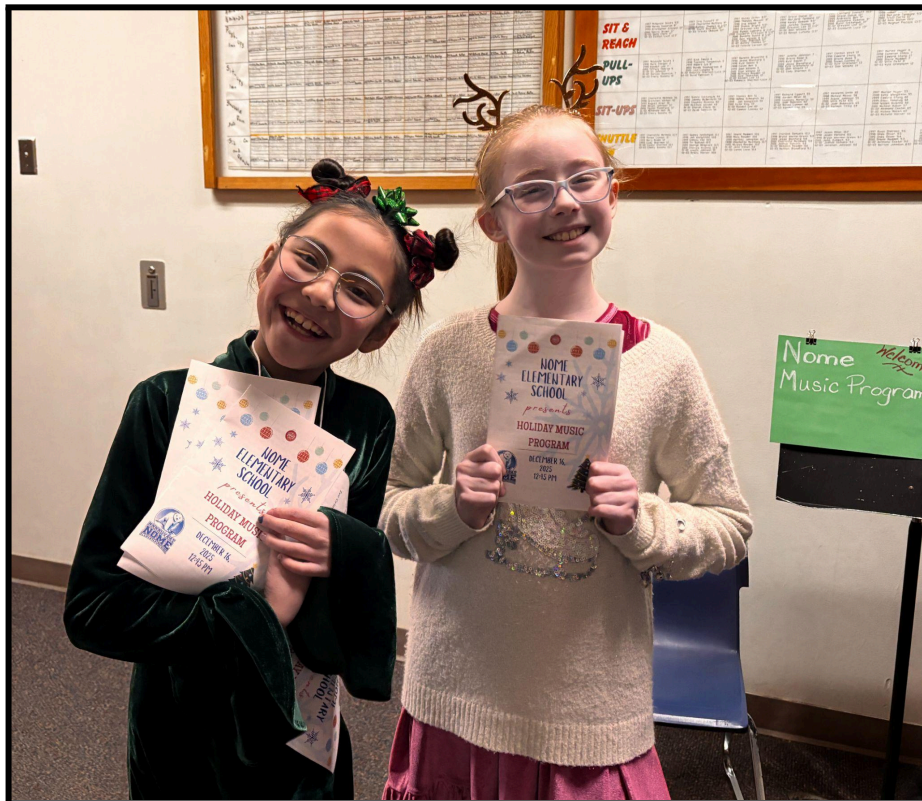
1ST GRADE:
 I'M AN ELF
 WE WISH YOU MERRY CHRISTMAS

2ND GRADE:
 THE TALE OF THE GINGERBREAD MAN

3RD GRADE:
 JINGLE BELLS
 RUDOLPH THE RED-NOSED TUTTU
 SANTA CLAUS IS COMING TO TOWN
 ROCKING AROUND THE CHRISTMAS TREE

4TH GRADE:
 ANG PASKOY SUMAPIT ("CHRISTMAS HAS COME", IN TAGALOG)
 MUST BE SANTA

5TH GRADE:
 ALL I WANT FOR CHRISTMAS
 FELIZ NAVIDAD



Movement towards our goals:

January Inservice:

- Specific sessions to impact movement towards the goals and support overall development of students. First session NPS based trauma-informed practices with a cultural component
- Support teachers in accessing time in order to be intentional in launching 2nd half of the year.



NES January 5th Inservice Agenda

Please arrive in the cafeteria no later than 8am

- Panorama Ed email (search in your email) easily accessible as we will be logging in to access resources. SEL Padlet is in the works and will be attached to each week's newsletter.
- Thank you for sitting with your grade level team. SPED staff that support multiple grade levels will decide where they should be best suited.

Time	What?	Who attends?
8am-9am	Trauma Informed Practices w/ Rosa Wright	All staff
9am-9:10am	Breakfast Break	
9:10am-10:10am	SEL (panorama, Navigate 360 SEL) with Jen/Jim & SEL GLT (grade level team) dive	Classroom teachers & paras, • (SPED teachers this is time for your paperwork) • (Specialists, this is time for your paperwork/prep) • (Title, this is time for your data dive. Michelle will meet with you at the beginning)
10:10am-10:20am	Bio Break	
10:20am-10:50am	Working agreements, Review/revamp Recess process/procedures, morning duty stations	All staff

10:50am-11:00am	Bio Break	
11:10-11:30	Tech Communication by Jim	Classroom Teachers • SPED staff meet with Mary (PD & schedules) • Title 1, this is your time for data dive • Specialists, discuss separately
11:30-12:30	Science Tools/Resources & Science GL Team Dive	Classroom Teacher • SPED staff meet with Mary (PD & schedules) • Title 1, this is your time for data dive • Specialists, discuss separately
12:30-1:00	Lunch on your own	
1pm-3pm	Team Time for duration (Grade level alignment, discussion around support, create focus for your time etc.)	All groups, let the admin know where you will be meeting so that they can come check in, answer questions, and support where needed. SPED team~ check in with Mary for your plan
3pm-4pm	"You Do You" time (brain dump/organize for next day/time to plan on own.	You do not need to <u>let admin</u> know where you will <u>be at</u> . Please be on campus during this time for it to count as a full day.
4pm-	Michelle office hours as needed, pre-observation conference	Send an email if you need to meet with Michelle

Intentional Admin PD:

- 1/7/26, Principal attended training *Trauma-Informed Teaching Through an Indigenous Lens*
- Connected principal's background in MA Public Administration: Tribal Governance and MA in Educational Leadership to begin the process of leading through example

Key Takeaways (analysis based on data collected):

- Reminder there are more than linear one path to learning
- Discipline needs to be rooted in community foundational values and approaches
- In Eurocentric educational ideology, neurodivergence is seen as deficit, whereas indigenous and other cultural lens frames neurodivergence as a gift for continuance of survival
- Be mindful of the indigenous value that In a community, all things are related: nature, people, entities, traditions, spirit, culture, food, knowledge, past, present, future, subsistence, sustainability
- Engagement with indigenous community using modern approaches doesn't honor cultures (email vs. talking at community events, elder centers, in means traditional to the past)

More....

Land acknowledgements posted- while maintaining inequitable discipline practices & Eurocentric grading.

Generic "Native crafts" or pan-Indigenous activities instead of building authentic relationships with local Nations.

"This child has trauma." Colonialism is framed as a personal issue rather than systemic.



Inviting an Elder or Knowledge Keeper after decisions have already been made.

"We have to maintain academic rigor."
Used to protect Eurocentric norms.

"We consulted with the Nation." (Meaning: We sent an email.)
Tokenistic engagement framed as meaningful partnership

Colonial Scripts in Education

- **Innocence: "We didn't know./ I wasn't taught"**
 - *"I don't know much about Indigenous history, so I don't teach it because I don't want to get it wrong."*
 - **Result:** shifted responsibility onto Indigenous peoples to educate, correct, or "guide" white educators.
- **Niceness or Kindness as Neutrality: "We treat everyone the same here"**
 - Schools claim to be "inclusive" while maintaining Eurocentric curricula & assessment practices.
 - Educators framing Indigenous students' needs as behavioural issues rather than impacts of systemic discrimination.
 - **Result:** niceness becomes a shield against accountability; colonial power stays intact.



Colonial Scripts in Education

- **Good Intentions: "We're just trying to help"**
 - Interventions "for" Indigenous students without them, Elders, or community being involved.
 - Awards, grants, or "special opportunities" created for Indigenous students that still operate from deficit assumptions (e.g., "at-risk," "resilient despite trauma").
 - Result: intent is elevated above impact; harm continues unchallenged.
- **Expertise and Objectivity: "I'm trained, I know what's best here"**
 - Behaviour support plans or IEPs created solely by clinicians/teachers without Indigenous families' worldview guiding the plan.
 - Curriculum decisions privileging Western academic knowledge over land-based, relational, or community knowledge.
 - Result: reinforces knowledge hierarchies where colonial expertise is seen as universal.



Using Circle of
Courage Model as
Trauma-Informed Tool
in Education (Brendiro,
Brokenleg, & Bockern,
1990)



RECOMMENDATIONS AROUND HOW TO USE BUFFERS IN EDUCATION

- Awareness & consideration of student/family's existing access to buffers & identify barriers.
- Build a collaborative network of providers & resources.
- Promote buffers to stakeholders such as parents and staff.
- Evaluate the learning environment for buffers & barriers in various contexts (*e.g., classroom, outdoors, accessibility around the school, communication, etc.*)
- Explore methods to build buffers and address barriers for students as needed.



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Helpful Inclusive Teaching Practices

Universal Design for Learning:

- Centres students having many ways to engage, represent & express learning
- Indigenous knowledge honours that people learn through:
 - story
 - observation
 - hands-on experience
 - relationships
 - land
 - ceremony
 - visual and oral traditions



ravenwinged.com

Plani Medicines with an Elder

ravenwinged.com

- **Spiritual**- stories about why medicines are important & how they relate to balance, gratitude, and responsibility.
- **Emotional**- reflect on how tending to the plants makes them feel grounded, calm, or proud. They share their reflections in circle.
- **Mental**- learn scientific concepts such as plant life cycles, ecosystems, soil needs, and seasonal changes.
- **Physical**- prepare the soil, plant seeds, water the garden, and observe growth over time. They use their senses to explore texture, smell, and temperature.



Knowledge is Dynamic

- Indigenous view of knowledge is that it is NOT STATIC, but rather is dynamic
- This means that knowledge is co-created by the learners and their engagement in the environment around them
- Learning happens in motion — through story, practice, reciprocity, and shared responsibility — not in isolation or solely through abstract instruction. We learn with the land, not on the land.



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Katiluta Programming

- NES admin are actively working with cultural & community entities for Bering Straits Cultural Festival Youth Ed event, slated for the end of April 29-May 2nd:
- Hands-on learning, exhibitions, and arts, K-12. Open to other ideas
- Discussion of making it multicultural to represent other cultures in the community (example: Filipino dancing, cultural cooking, etc.)
- See initial brainstorm list below (more will be added after cultural committee meets 1/21):

Possible Sessions Offered:

- Sara Leckband: Henna tattoo/Inuit tattoo design
- Ana Greyson: Beginners beadwork
- Ataasiaq: Beginners sewing
- Kiminaq: Inupiaq Language
- Paris&Parker: NYO Games
- Ben Jack: Tying lures, lining a fishing rod
- Tonia Osborne: Native food prep
- Maggie Miller: Pickled fish/beluga
- Fish&Game: musk ox butchering
- Angela Hansen: water color painting traditional plants
- Mary Jane Litchard: drawing, traditional plants/salves, fur flowers
- Paaqpaluk Darlene Trigg: salve making
- Justin Heinrich: Tanning fur hides
- Kastyn Lie: baking
- Keane Richards: dog mushing
- NSEDC: boating safety and knot tying
- Katie Hannon: helmet safety
- CAMP RD's: healthy food prep/exercise
- Library: reading program/kuspuk crafts
- Filipino staff: Filipino food or dancing
- King Island Dance Group/visiting Dance Groups: dancing session
- Tribal healers
- KNOM: podcasting, reel training
- Kunaq: working on ugruk, purple shampooing seal skins and stretching them
- Sherri Anderson: skin sewing
-

Upcoming Events:

- NES Spelling Bee (open to all spectators) January 27, 6:30-7:30
- NES specific Science Fair (expanded version: traditional fair along with land/cultural celebration of science (expository). Considerations to incorporate land/local/cultural resource showcase. Late Spring 2026.

Rural Cap Elder Mentoring Program: Need assistance promoting

A promotional poster for the Rural CAP Elder Mentor Program. The poster features a photograph of an elderly woman sitting on a small yellow chair, holding a large, colorful drawing of a landscape with a blue sky and green fields. She is looking down at the drawing. In the foreground, the backs of several children's heads are visible as they sit on the floor, looking up at the woman. The background is a colorful rug with large letters and numbers. The poster has a red header with the Rural CAP logo and text. A yellow starburst graphic on the left contains text about earning a stipend. A red speech bubble on the right says "DON'T MISS OUT!". The bottom section has a black background with white text for application information and a small note about income eligibility.

RurAL CAP
Rural Alaska Community Action Program, Inc.

Join the Elder Mentor Program!

Are you 55+ and interested in mentoring youth?
Do you want to make a difference?

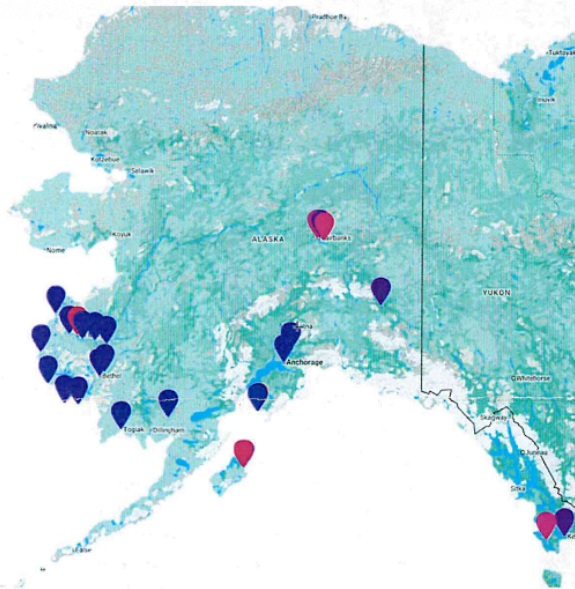
Earn a small stipend \$, support students, and help your community!

DON'T MISS OUT!

Apply online or give us a call!
eldermentor.org | 907-717-7932

*Note: must be income eligible

WHERE OUR VOLUNTEERS SERVE



This past year we had 73 Elder Mentors volunteers serve throughout Alaska. Volunteers serve a minimum of 5 hours per week. Some of our host sites included:

- Homer Flex High School
- Anchorage School District
- Lower Yukon School District
- Lower Kuskokwim School District
- Kodiak Middle School
- Kodiak Head Start
- Kwethluk Head Start
- Mentasta Lake Katie John School

The Elder Mentor program mentored over **1200 youth** and schools reported that having an Elder Mentor Volunteer in their school helped them meet their classroom needs. One school site supervisor reported:

"Having individual attention for my kindergarteners makes them feel loved, important, and ready to learn. I cannot give each student the kind of time that our Elder Mentor is able to give."

"The biggest success of the Elder Mentor volunteers at our school has been their role in revitalizing and preserving the Yup'ik language and culture within our school community"

HELP RECRUIT!

If you would like to bring Elders Mentors into your school the first step is to recruit for volunteers in your community. We have included a flyer to post at the school and an interest form for interested volunteers to complete. If there are people 55+ in your community that are interested you can have them call us or complete the interest form and we will follow up. Rural CAP completes an onboarding process and background checks before volunteers are placed.



VOLUNTEER BENEFITS

Elder Mentor volunteers receive the following benefits for serving:

- Small tax-free stipend (does not count as income or effect other benefits)
- Mileage and meal reimbursement
- Training opportunities in Anchorage
- PTO and Holidays

MORE INFORMATION

More information about the Elder Mentor program can be found at our website www.eldermentor.org or email eldermentors@ruralcap.org and we will send you a flyer to post in your community!

Thank you to our funders! This program is made possible through the generous support of the following funders:



www.eldermentor.org | asp@ruralcap.org | 907-717-7932



RurAL CAP
Rural Alaska Community Action Program, Inc.

731 E 8th Ave
Anchorage AK 99501
Fax: 1-866-287-7053
email: asp@ruralcap.org
Phone: 907-717-7932

Volunteer Interest Form

The Rural Alaska Community Action Program (RurAL CAP) provides volunteer opportunities for older adults (ages 55+) to give back to their communities. All volunteer opportunities are within the community where the volunteer is located. The two programs that are currently available are, **The Elder Mentor Program** and **The Senior Companion Program**.

Elder Mentors volunteer in schools, Head Starts, or Afterschool Programs as a positive role model and mentor for youth. **Senior Companions** volunteer with seniors who may need extra assistance to lead healthy independent lives. Both programs provide a non-taxable stipend to "income eligible" volunteers. If you are interested in volunteering for one of our programs please feel out the information below.

First and Last Name :

Date Of Birth : Phone Number :

E-Mail :

Address/PO Box : City: Zip Code:

Which program are you interested in volunteering with?

☐ **Elder Mentor Program** (Volunteer with youth)

☐ **Senior Companion Program** (Volunteer with other adults)

How did you hear about our program? (if it was at a tabling event provide the name of event)

If you were referred to the program by a current AmeriCorps Senior volunteer provide their name so they can receive a prize

Mail this form back to: **AmeriCorps Seniors Program 731 E 8th Ave Anchorage AK 99501**
or Fax it to 1-866-287-7053 or scan and email it to asp@ruralcap.org
If you have any questions call us at 907-717-7932

Volunteer Interest Form
Last Update: 7/9/2024



NES Needs:

- Assistance in rollout of Rural Cap Elder Mentoring program
- Ideas for Katiluta Programming sessions (other culture leaders, known community members with expertise)



ACSA School Board Report January 13 , 2025

Emily Annas, Principal

Attendance Update

- 5th Grade - 93%
- 6th Grade - 90%
- 7th Grade - 94%
- 8th Grade - 92%

- There have been no new enrollments since the last board report.

Upcoming Events

- Field trip to the cultural center, library and museum
- ACSA Science Fair in March

Academics

- MAPS testing will be happening in January
- Students have started working on their Science Fair projects

Instructional Highlights

- Parent Volunteers Coordinators are recruiting for local artists for ACSA's Spring Artist-in-Residence during Q4

Social and Emotional and Cultural Learning

- Continuing swim time at the pool
- Gardyn Grow Towers have come in and have been set up in the school
 - Grow towers have a social emotional curriculum
- ACSA has renamed their House Council names with Iñupiaq names.
 - Sura/Willow, Asiavik/Blueberry, Paungag/Blackberry, Kavlat/Cranberry
- Field trip to the cultural center/library to research Alaskan Native Short Stories

Other Items



Nome-Beltz Middle High School

PO Box 131, Nome Alaska 99762

Phone: 907-443-5201

Fax: 907-443-3626

Date: 08 January 2026

To: NPS Board

From: Teriscovkya Smith and Holly Harlow

Subject: January Board Report

Nome-Beltz Middle/High School: Our Mission, Vision, & Values

NBMHS WILL GRADUATE STUDENTS WHO ARE PREPARED TO BE SUCCESSFUL ADULTS.	ATTENDANCE PRIORITIZE student attendance to improve academic readiness while maximizing their educational experience.	HONORING OUR TRADITIONAL INUPIAQ VALUES • Spirituality • Humility • Reverence Toward Nature • Pride in Culture • Speaking Our Traditional Language • Honesty • Cooperation • Patience • Responsibility • Hard Work • Obedience • Open Communication • Avoidance of Conflict • Commitment to the Family • Love of Children • Respecting Others • Respect of Elders • Sharing • Humor • Cultural diversity and innovation
	ACADEMICS IMPLEMENT an academic plan with fidelity to increase student achievement.	
	BEHAVIOR ENSURE a school environment where staff and students can be successful.	
	ENGAGEMENT SUPPORT student, family, and community engagement to grow a culture of belonging.	
	NBMHS BEHAVIOR STATEMENT: We care for ourselves and others in our culturally diverse world by making SAFE choices, showing RESPECT , and acting RESPONSIBLY as lifelong learners and citizens.	

NBMHS Data:

- Current Enrollment: 275
 - 6th-Grade: 43
 - 7th-grade: 33
 - 8th-grade: 39
 - 9th-grade: 57
 - 10th-grade: 42
 - 11th-grade: 34
 - 12th-grade: 27
- Student contact days for December: 15
- Student Attendance: 85%

Student Celebrations

- HS:
 - Damara Sobie, 12th-Grade #classof2026
- MS:
 - Faith Berg, 6th-grade

The following is a list of happenings that currently impact NBMHS:

- **Vacancies:**
 - **Middle School Social Studies:**
 - We have yet another unanticipated vacancy: Middle School Social Studies impacting 6th-8th-grade students. Our dedicated building substitute, Hank Irelan, in partnership with Administrative Intern Mary Ulroan and Counselor Misty Tweet (former Junior High Social Studies teacher at Beltz) are supporting students through the end of Semester 1. Given the timing of this vacancy, and to reduce the collateral damage on our students population, current teachers have accepted changes to their schedules to cover Semester 2. Mr. Holweger will teach 6th-grade Social Studies, Mr. Wharry will teach 7th, and Mrs. Tweet and Mrs. Ulroan will teach 8th-grade. While this will ensure that MS students end strong and prepared for their respective grade progressions, this will adversely impact elective options at the high school level. At a time when we are typically rostering students for the next term, Mr. Brown is reworking the master grid for these unexpected changes.
 - **High School Science:**
 - Our HS Science position remains unfilled, but we do have a long-term substitute arriving January 10. Sandra Manning hails from Fairbanks and brings a wealth of experience. She will replace Dr. Carolyn Johnston, who is wrapping up Semester 1 with students. We are still recruiting for this vacancy and have a couple of interviews pending. Additionally, we are so grateful for Dr. Johnston and the work she has done to support our students' academic growth.
 - **Attendance Secretary (Secretary I)**
 - As of this report, we still have not been able to fill our Attendance Secretary vacancy; this has caused gaps in our ability to do outreach with parents and guardians for students absent and our systems for absences of more than one day. Mrs. Ulroan, our admin intern and Ms. Harlow have helped with morning calls and substitute preparations and our Registrar, Ms. Topkok, has absorbed extra duties from 8:00-4:00 for a stipend. We are grateful for these supports, but they are not sustainable and our attendance initiatives will be impacted as a result. We continue to recruit and do outreach to garner interest.
 - **Music Department Resources**
 - Why is the Music Department listed here? As Mr. Sargent works to grow the program, more and more students have asked to sign on

for Band and as a result, the program has more than doubled in size. We currently have more students than instruments. Mr. Sargent is advocating and utilizing his connections to garner instruments in and out of the state through donations and grants. Overall, this is fantastic news given the state of the program several years ago, but the reality of what procuring instruments can cost is extensive.

- **Building Security**

- On Tuesday, January 6, students informed administration that another student was in possession of a firearm on school grounds. NPD was notified and immediately responded to the situation. As the student was retrieved from his classroom, a partial stay-in-place was implemented in the hallway outside the classroom to ensure safety. It was determined that the weapon was unloaded and the student was taken into custody and removed from campus. No students were in danger. While we are extremely proud of the students who reported the incident, grateful for law enforcement's efficient and careful response, this issue brings building security back to the forefront of staff concerns.

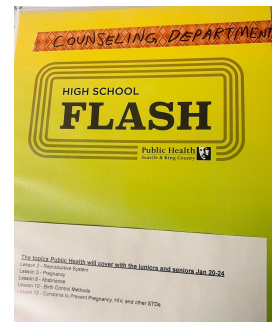
- **Instructional Highlights**

- **NBHS Begins Flash Curriculum**

- Mr. Holweger has begun teaching high school students the approved Family Life and Sexual Health (FLASH) curriculum. FLASH is a widely used sexual health education curriculum designed to prevent teen pregnancy, STDs, and sexual violence, and to increase knowledge about the reproductive system and puberty. High School FLASH has been proven effective by rigorous evaluation.
- The FLASH curriculum is based on the Theory of Planned Behavior. Utilizing the Theory of Planned Behavior, the curriculum is designed to support young people in making healthy choices: abstain from sex, use protection when they do have sex, seek health care when they need it, communicate effectively with their families, and respect other's decisions not to have sex. The curriculum is age appropriate, teaching content and skills that are developmentally appropriate across the grade levels.

- **Subsistence Meets Content**

- In previous Board reports, we have kept you abreast of Ms. Liben's place-based learning and



the field opportunities provided to students. Prior to break, students in Ms. Liben's Biology classes, in partnership with Gay Sheffield (University of Alaska), learned how to process and prepare tomcod! Austin Ahmasuk, Madeline Koweluk (NBHS '21), and Nolan Horner, from the NSHC Office of Environmental Health joined in to offer students context and additional relevant regional information.

- **Cooperative Learning to Reinforce Geometry Skills**

- In Mrs. Wright's class, students utilized Rally Coach to write angle relationship proofs in Geometry. Cooperative learning strategies boost academic achievement and essential life skills by fostering teamwork, communication, critical thinking, and problem-solving in a supportive environment, leading to higher engagement, better understanding, increased motivation, and improved social-emotional development. Mrs. Wright frequently models these strategies and we continue to find opportunities to train teachers at the Kagan Summer Academy.



- ***Social Emotional and Cultural Learning***
 - **NBMHS Brings in the Holiday Spirit!**

- **Spirit abounds**

- There was no lack of spirit at NBMHS and the school transformed to a holiday landscape thanks to the efforts of students in ANSEP, our Main Office, and contributions from teachers, staff, and students. From our campus tree (donated by the Hansen family), decorated doors and holiday stockings to Secret Santa antics, and Holiday Candy Grams, our campus was warm, inviting, and engaging up through the final bell before break:



- **Holiday Pep Assembly:** On December 12, the Spirit Club and Student Council organized and held a Holiday Assembly for high school students that culminated with a pie in the face for Mr. Wharry. We compliment Kathrynne Dixon on her aim! As students gain voice and an active role in school decision making and activities,

we note an increased participation and enthusiasm at these events. Thank you, Nanooks!

- **NBMHS Holiday Performance:** On December 16, Mr. Sargent and the growing Music Department held their holiday performance in the NES gymnasium. MS/HS Choir and Band performed a variety of pieces to a welcoming audience.

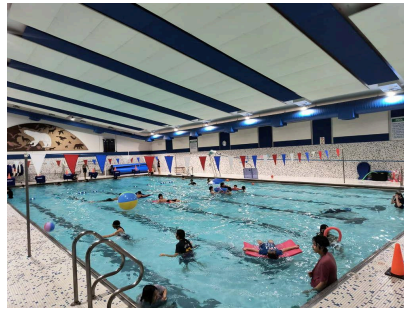


- **Holiday Cards for Elders:**
The Nome PTA sponsored a holiday greeting project for the elders in our community and NBMHS students did not hesitate to create cards to give to elders at Quyaana Care Center, Munaqsri Senior Living, and the XYZ Senior Center. One card's message stated, "Your life and contribution to Nome is so important and I am proud of my home because of you." The results were beautiful and no doubt impactful.



- **Middle School Spirit**
- Throughout the week of December 15th, teachers, in partnership with Mrs. Tweet and Mr. Brown provided a variety of activities that included:
 - Ornament and cookie making
 - Paracord keychain presents
 - Swimming pool fun
 - Weaving
 - Holiday card creations
 - Cookie decorating
 - Holiday Door Decorating Contest
- Thank you to all of our teachers and staff for the added layers of planning and preparation involved to make December engaging, memorable, and meaningful for our Nanooks!





Education Matters

- Something so impactful for educators is to see alumni! Ms. Smith was fortunate enough to encounter NBHS '18 alumni Harrison Moore, Randal Iyatunguk, Donald Smith, Erin Johansen, John Wade, and Joe Kineen. These moments serve as a reminder that our work matters and that just as we endeavor to influence, grow, and prepare our students, their influence on our lives is significant and lifelong. #classof2018



UPCOMING EVENTS FOR THE DEN:

January 12-16

HS Fall Semester Review & Finals

- We are looking at a finals schedule that promotes academic success so that students have a maximum of 4 finals for each of the two-day testing window. More details to come!

January 16

Semester 1/2nd Quarter ends (S1/Q2)

January 19

Semester 2/3rd Quarter begins! (S2/Q3)

January 20

MS/HS MAP testing begins

February 12

Q3 mid-quarter progress report cards

February 13

Parent/Guardian-Teacher Conferences

February 16

- 11:00-4:00pm

Parent/Guardian-Teacher Conferences

- 3:00-8:00pm

March 23-April 17

AK Star testing window

March 16-20

Iditarod (Spring) Break → No school

January Board Report 2026 Mary Donaldson, Special Education Director
Coming together is a beginning. Keeping together is progress.
Working together is a success.



UPDATE ON GOALS FOR 2025-2026

ONE

Increase parent learning involvement outside of IEP meetings through a minimum of 6 events held throughout the year.

- *Held 3 parent nights - 3 planned for Feb, March, April*
- *Contacted 92% of parents via phone/in person*
- *100% parent attendance at IEP meetings*
- *Sent bi-weekly emails with updates to all families*
- *Consultants work with families to implement school practices at home*

TWO

Increase learning opportunities for special education staff and regular education staff through an established calendar of training. Topics based on a needs assessment of current special education staff and relevant to each building.

- *Hired experts in the field of Autism and Behavior to provide support on daily/weekly basis to all special education staff and families*
- *2 trainings to increase staff awareness - partnered with Norton Sound, State of Alaska and CPI training*
- *IRIS video trainings for all staff - in addition to state requirement training*
- *One on one staff opportunities to address needs*

THREE

Integrate culturally relevant pedagogy through programs and practice to increase graduation rates of our students in special education.

- *Begun working in teams to learn impact of American Indian/Alaska Native mental health practices*

- *Develop a team to establish integration practices for 2026-2027 school year*

Rooted in Sovereignty: Operationalizing Tribal Critical Race Theory Through Tribal Land-Based Teaching in Special Education Programs Serving American Indian and Alaska Native Children to Decrease Attrition and Increase Graduation Outcomes

Application of what was learned from my qualitative dissertation will be integrated into the Special Education program and practices in the Nome School District. The research examined how Tribal Critical Race Theory (TribalCrit) is operationalized through Tribal Land-based Teaching and Learning (TLT) within Indigenous educational contexts. While TribalCrit provides a critical framework that names the ongoing impacts of colonization, settler colonialism, and systemic inequities in education, limited research has examined how its tenets are enacted in everyday instructional practice. This study addresses that gap by centering Indigenous educators' lived experiences implementing TLT as a culturally sustaining, sovereignty-affirming pedagogical approach.

Data were obtained from educators working in K–12 schools that served American Indian and Alaska Native children in Nome Alaska, Metlakatla, Alaska and Hayward, Wisconsin. Data collection occurred over an academic year and included semi-structured interviews, instructional planning documents, curriculum materials, and teaching artifacts. Interviews focused on educators' pedagogical decision-making, relationships to land and community, and intentional alignment with Indigenous knowledge systems. Document and artifact analysis provided contextual evidence of how TribalCrit principles were enacted within curriculum design and instructional implementation.

Guided by TribalCrit, data analysis focused on identifying how educators' instructional practices reflect key tenets such as the centrality of Indigenous sovereignty, the legitimacy of Indigenous epistemologies, and education as both a site of colonization and resistance. The unit of analysis is educators' instructional practices within TLT contexts. Findings aim to illustrate how TLT moves TribalCrit from theory into practice, offering a praxis-oriented model for culturally sustaining and sovereignty-affirming Indigenous education.

Nome Public
Schools Board
Report
Karen Dixon, Director of Federal Programs, Curriculum, Assessment
January 13, 2025

Mission Statement: We inspire and empower students to be culturally grounded responsible citizens who are deeply connected to our community and world.

Vision Statement: Together. strong in identity. purpose. potential

Assessments:

December report provided a comprehensive perspective of how assessments drive decision making beginning with the district strategic plan. Data driven decision making involves using collected data to guide educational practices and decisions. It impacts the school environment by shaping curriculum development, identifying area for professional develop and ensuring resources are effectively allocated. By evaluating assessment data, schools can adjust teaching strategies to improve student performance.

I understand that the January 5, 2026 in-service began discussions about data. Nome Elementary School is engaging in developing their teams and empowering them with resources to Analyze student performance across learning continuum, identify current skill levels and area of strength, Determine appropriate interventions for targeted support, Recognize skills ready for challenge and enrichment and Make data-informed decisions for student grouping and instruction. They have an Implementation Plan to be led by Jennifer Shreve. Kudos to NES.

We are preparing for several upcoming assessment, NAEP at NES, MAP, WIDA-ASSESS and AKStar and AK Science.

Curriculum:

December report provided a district data summary for Math, Reading, Language Usage, Science, Life Science. A deeper dive is planned for each school to begin thinking about current NPS curriculum, instructional practices, professional development, accountability systems and how collectively we support each other. A part of my work has been developing mind maps to visualize What is Reading, What is Explicit Teaching, Conducting Observations, and Visible Learning. With great hope, I wanted to insert one of those mind maps, however I could not download my work for this report.

I've briefly discussed with Jamie an approach to work with principals about developing strategies to focus on data, data decision making regarding curriculum, instruction and professional development. Grant development will be impacted by the outcomes of strategic discussions and planning.

Thank you.

□ □

Nome Public Schools Director of Technology Report

Jim Shreve
13 JANUARY 2026

Current / Completed projects

Staff ChromeBook Plus model testing is underway starting with three teachers at NES. The plan is to identify positive and negative aspects of each model to include comfort of use, battery usage, included capabilities / accessories, etc. All of the teacher test models are devices with 2 in 1 screens (able to fully open the display 360° and utilize it as a tablet with a touch screen and stylus). As previously mentioned, these options increase mobility of faculty who desire to move around the classroom instead of teaching from the panel. Staff will use each model for one week and then change to another model so they will test all three that we presently have in rotation and provide feedback on each model. This feedback will lead to model selection and purchase. Preparation of our network environment and Google Admin Console for the conversion to ChromeBook Plus devices for staff continues. All new organizational units (groups) in Google Admin Console are created and most settings applied.

Requests for Proposals for Category I (Internet) and Category II (Network Equipment) E-Rate applications are nearing completion (should post by 15JAN26). Once posted any responding vendors will have until the end of February to submit bids. A committee will score the viable submitted bids and make selections of winning bids for submission to E-Rate for funding. As a reminder the E-Rate program funds costs at 90% for Cat-I and 85% for Cat-II.

Future Projects

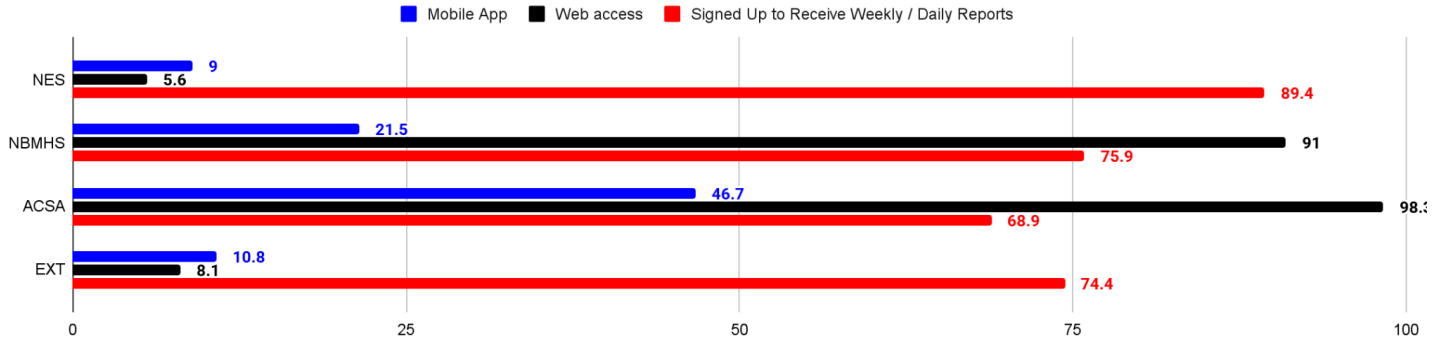
No Change - Continue to build on the District's Data Protection Policy by implementing many of the information security processes covered in the virtual Chief Information Security Officer course I am now certified in. I am identifying many policies that either need added or updated to ensure compliance with industry standards. I have submitted a few drafts of these policies for consideration by the Policy Committee.

No Change - Network diagramming for our entire network infrastructure in support of District Data Protection Policy. Division of our large layer two network into multiple Virtual Local Area Network segments to improve speed and security of our connected devices and network as a whole. This will also allow better protection of NPS owned equipment from equipment joining the guest side of our network. I have received the quote from our Juniper Switches vendor for support on this monumental task and am reviewing my budget for availability of funds.

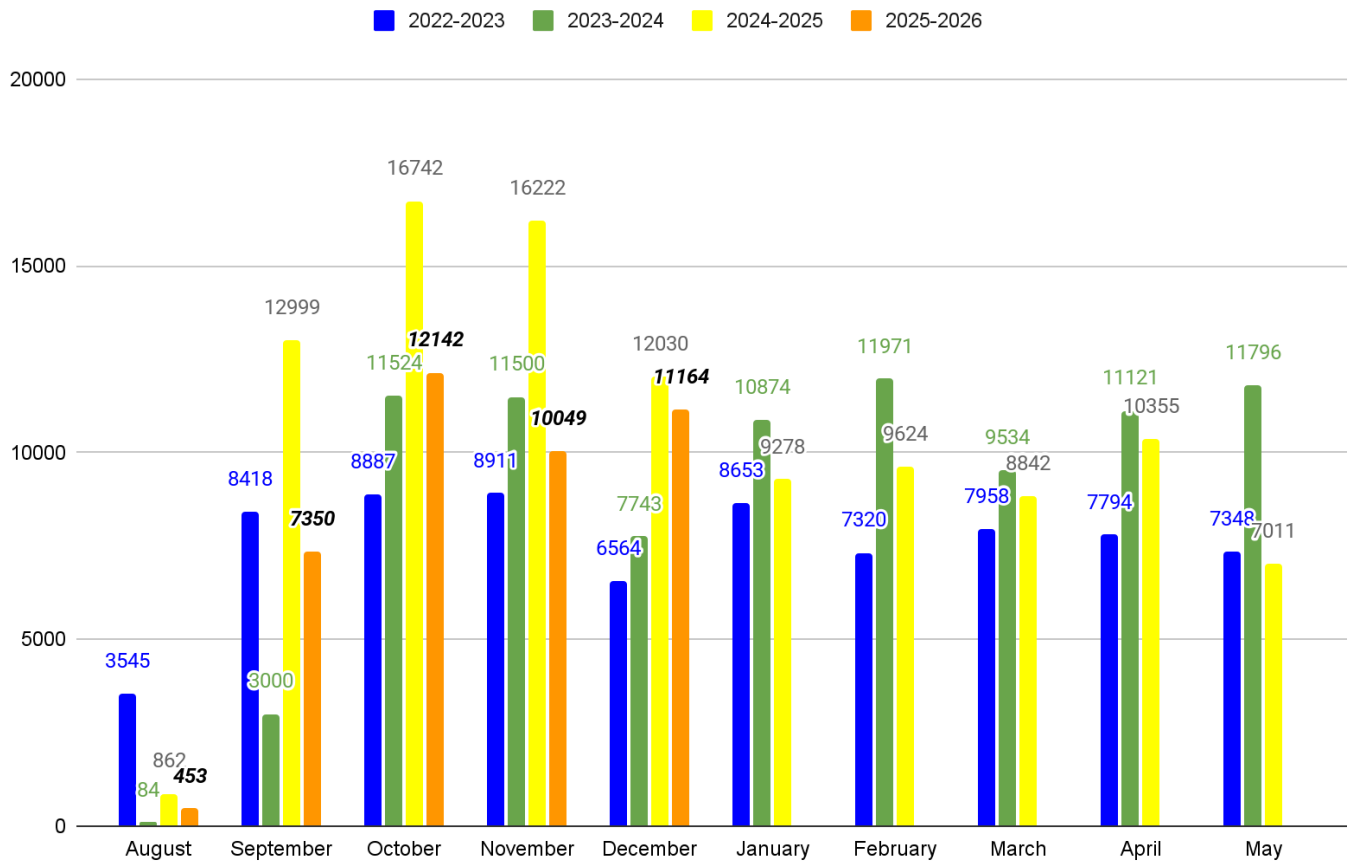
PowerSchool Online Enrollment

As of 08JAN26 the SY25-26 New Student Enrollments forms completed are at 139 (47 for Kindergarten) and the SY25-26 Returning Student Enrollment forms (launched on 31JUL25 - Closed 30NOV25) completed are 482 of 556 (86.7% complete) for a total of 621 of 672 K-12 Student records (92.4%) submitted through online enrollment. This is over 11% higher than this same period last SY and the highest level of completed forms since the inception of online enrollment for NPS in SY19-20.

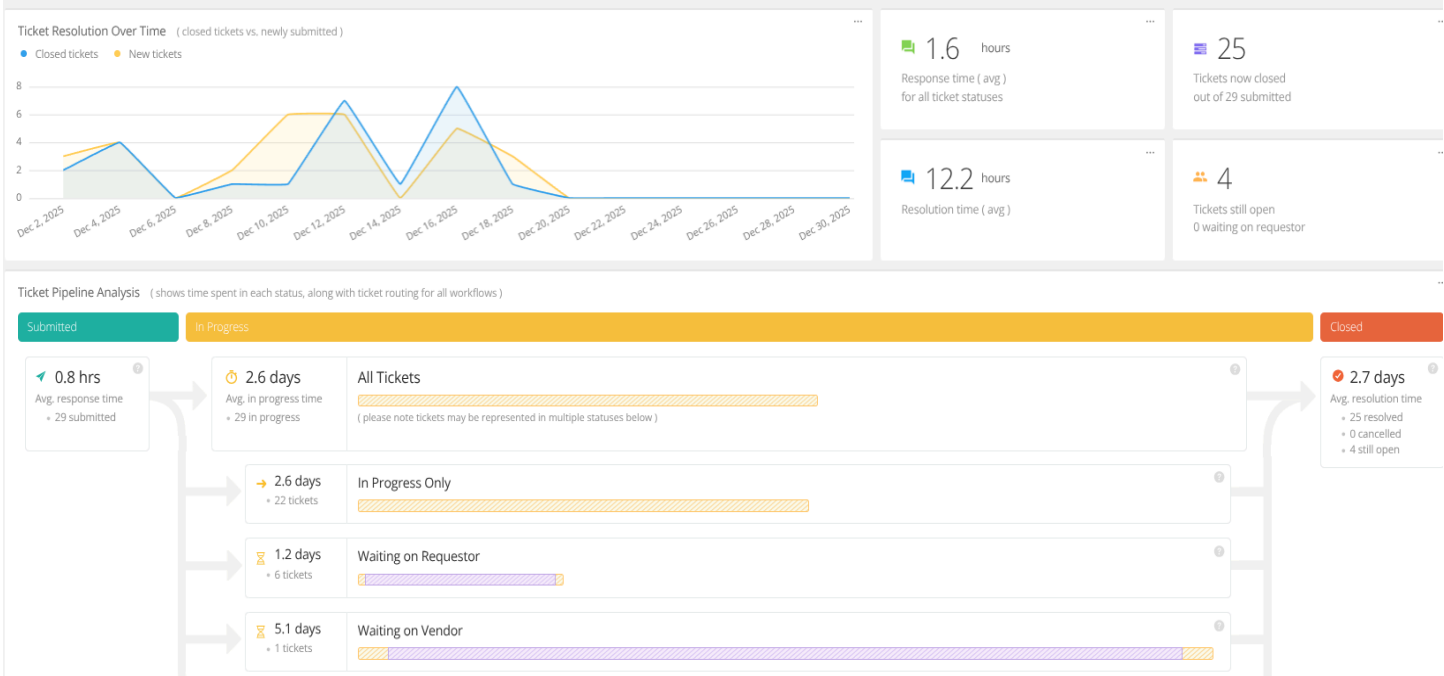
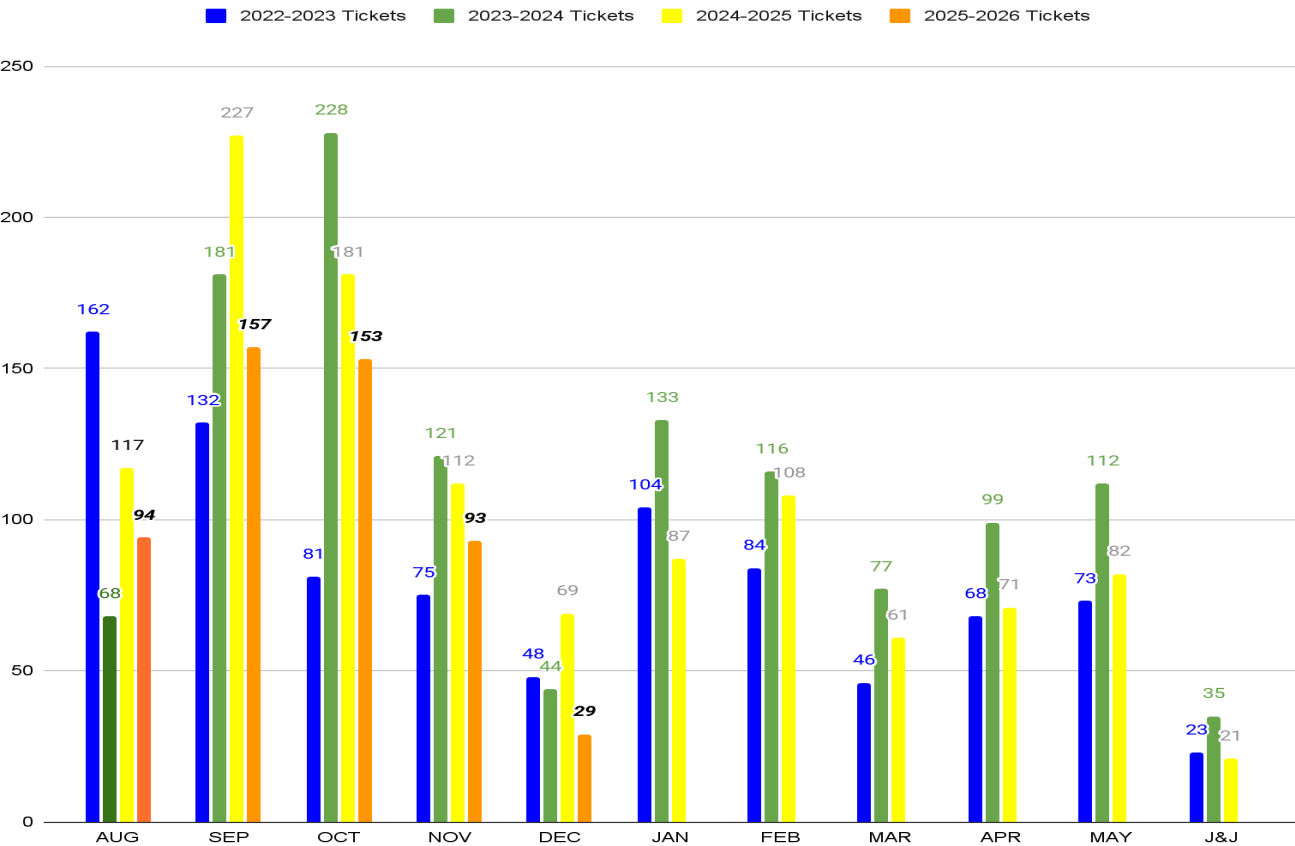
PowerSchool Student Information System Access Data. Percentage of access by Parents or Students for last month



Total Parent and Student PS Access Sessions



Part of the Technology Department's role is to maintain the Technology Web Help Desk for staff to request repairs, training, and troubleshooting. Last month we closed / resolved 25 out of 29 (86.2%) tech requests submitted through the system. Our average response time was 1.6 hours and average resolution time was 12.2 hours.



Nome Public School Board, Facilities Service Report, January 12, 2026.

Jonathan Duarte, Facilities Director

Maintenance Snapshot:

- Scheduled Work Order in progress: 32
- Completed Tickets: 0

Staffing:

- Custodian Rotational Supervisor- Jake Mckeown/ Nathan Lopez
- Custodian III -Stan Burgess
- Custodian II- Thuong Nguyen
- Custodian II- Julianna Duarte (Rotational)
- Custodian I- Jordan Tessateskie, Trevor Ozenna and Fred Holmes
- Custodian I- Jonaie Duarte (Rotational)
- Custodian I- Jorena Duarte (Rotational)
- Maintenance Technician III- Ilya Komarov
- Maintenance Technician II- James Ventress
- Maintenance Technician II- Bill Baxter
- Maintenance Technician I- David Immingan

Maintenance Department Tasks with Status:

- District Buildings A,B,C and G, PM's are on going.
- District Vehicle and equipment annual PM's are complete. Continual repairs are as needed.
- Fire Inspection- Discrepancy repairs are scheduled and waiting for service technicians.
- Incident IQ work order updates in progress.
- NBMHS Bathroom urinal dividers installation, per student request are pending vendor quotes.
- NBMHS Carpentry shop machinery PM's are on the list.
- NBMHS Painting hallways and damaged areas are continuous.
- NBHS Mechanical Room- 6 month Pm's are underway.
- NES Heating Issues are being addressed.
- NES Plumbing Maintenance is under review for long term repairs.
- NES Bathroom disposal containers are on the list.

Janitorial Department Tasks with Status:

- New employees are onboarding with training and learning their position.
- Dorm bathrooms have completed a deep cleaning process.
- NES Hard Floor Surfaces Strip and Waxed
- NBMHS Hard Floor Surfaces Strip and Waxed

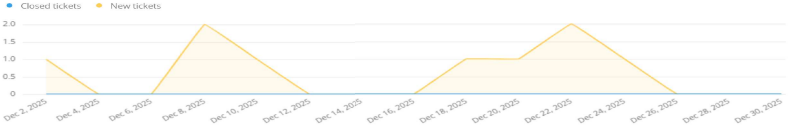
Safety Concerns:

- District wide commercial doors have been reviewed by Able Locksmith. Awaiting Quotes.

All Activity

Explore ticket analytics filtered only by your permission level

Ticket Resolution Over Time (closed tickets vs. newly submitted)



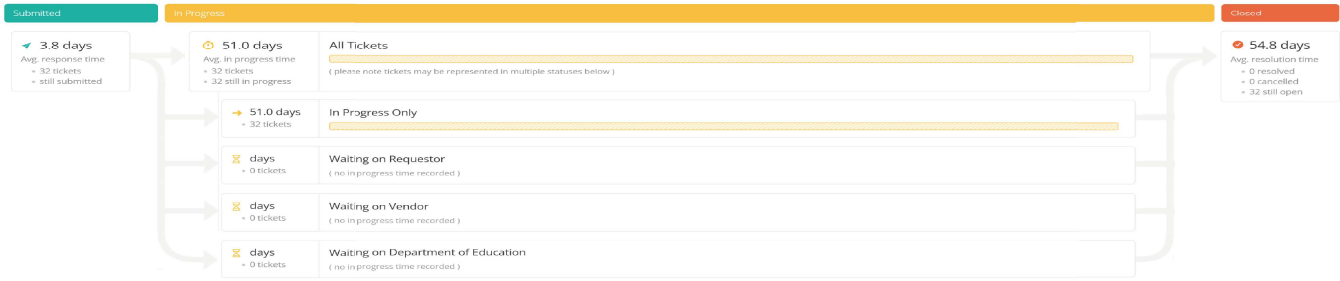
3.8 days
response time (avg.)
for all ticket statuses

0
Tickets now closed
out of 32 submitted

0.0 minutes
Resolution time (avg.)

32
Tickets still open
0 waiting on requestor

Ticket Pipeline Analysis (shows time spent in each status, along with ticket routing for all workflows)



Top Models (sorted by total tickets)



171.3 minutes
Avg. time logged per ticket

SLA Response Time

No data available

SLA Resolution Time

No data available

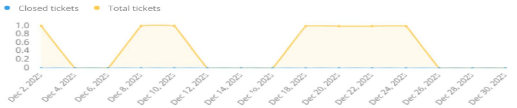
Tickets by Priority



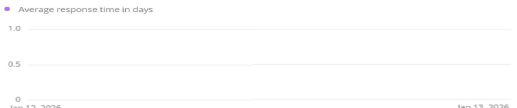
Tickets Submitted For



Total Tickets Over Time



Response Time



Resolution Time



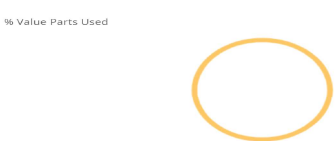
Quantity Parts Used



Top 10 Parts Used



% Parts Used



Value Parts Used



Top Issue Categories (sorted by total tickets)



Overall Satisfaction (click bars below for specific results details)



Avg. rating (out of 5.0) Survey responses



Nome Public Schools

TO: Nome Public Schools Board of Education
THRU: Jamie Burgess, Superintendent
FROM: Genevieve Hollins, Alaska Education & Business Services, Inc.
SUBJECT: FY2026 Expenditures: 7/01/2025 through 12/31/2025
 - All Except Special Revenue Programs -
DATE: January 8, 2026

REVENUES:

	Received	Current Budget	Amount Remaining	% Received
State of Alaska - Foundation	\$ 5,115,000	\$ 10,229,234	\$ 5,114,234	50.00%
State of Alaska - TRS On Behalf ¹	-	983,025	983,025	0.00%
State of Alaska - PERS On Behalf ¹	-	65,914	65,914	0.00%
City of Nome	1,032,914	2,700,000	1,667,086	38.26%
Impact Aid - U.S. Government PL-874	530	1,500	970	35.33%
E-Rate	880,599	2,514,158	1,633,559	35.03%
Earnings on Investments	76,707	175,000	98,293	43.83%
Other (Fees/Gate/Rentals/Donations)	195,531	340,000	144,469	57.51%
Transfer In From Other Funds	-	950,000	950,000	0.00%
Decrease (Increase) of Fund Balance	-	549,688	549,688	0.00%
Pupil Transportation (Fund 205)	211,318	665,697	454,379	31.74%
Food Service (Fund 255)	384,048	819,000	434,952	46.89%
TOTAL REVENUES	\$ 7,896,647	\$ 19,993,216	\$ 12,096,569	39.50%

(Excluding Federal Special Revenue Programs)

EXPENDITURES:

	Expended & Encumbered	Current Budget	Amount Remaining	% Expended
General Fund (100)	\$ 7,580,374	\$ 18,508,519	\$ 10,928,145	40.96%
Pupil Transportation (205) ²	672,550	676,050	3,501	99.48%
Food Service Fund (255)	323,420	819,000	495,580	39.49%
TOTAL EXPENDITURES AND ENCUMBRANCES	\$ 8,576,344	\$ 20,003,569	\$ 11,427,226	42.87%

Percentage of Revenue Budget Recvd: 39.50%
 Percentage of Budget Expended: 42.87%
 Percentage of Year Passed: 50.41%

Days of Expenditures for this Fiscal Year: 184 Days

Remaining in Fiscal Year for Expenditures: 181 Days

Checking Account Bank Balance as of January 8, 2026 - \$6,082,335

CD Bank Balance as of January 8, 2026 - \$1,087,223

Northrim Checking Bank Balance as of January 8, 2026 - \$1,983

*** JANUARY ***

¹PERS and TRS On-Behalf Revenues (and expenses) will be recorded at year-end after receipt of State's final On-Behalf report. This is only a book entry and no funds come through the District's bank account.

²All regular route costs are encumbered for the year at \$662k cost + \$3k in extra runs + \$1,353 in RFP ad costs + \$9,000 in Sped Van Transp. Budgeting to use ~ \$96k of Pupil Transp Fund Balance. Year-end FB estimated to be \$54k.



Nome Public Schools

MEMORANDUM

To: Board of Education
Thru: Jamie Burgess, Superintendent
From: Genevieve Hollins, Contracted CFO
Alaska Education & Business Services, Inc.
Date: January 8, 2026
Subject: **Financial Narrative**

Happy New Year!

FY2027 Draft Budget #1

Attached herein please find the 1st Draft of the FY2027 Budget. The letter to the Board contained within the Draft budget document summarizes the major assumptions when building the balanced budget. As the budget process progresses and we close in on May, we hope to obtain more information regarding various revenues and expenses that will impact FY2027.

There is a budget work session scheduled for January 27, 2026, where we will discuss the budget more in depth and receive/answer questions.

2025 Calendar Year End

The Payroll department is hard at work processing year end reports including 941, Unemployment Reports and W2s. 1099's will also be going out this month as well.

Standard Operating Procedures (SOP) #5 - Memoranda of Agreements (MOA's) with Employees

Attached please find SOP #5 - Memoranda of Agreements (MOA's) with Employees - for your review, reference, and comments. This SOP was added in June 2025 to aid in the procedure for initiating, processing, authorizing, reviewing, recording and paying for MOA's with employees.

Thank you!

NOME PUBLIC SCHOOLS
Nome, Alaska

SOP No. 5 - MEMORANDA OF AGREEMENTS (MOA'S) WITH EMPLOYEES

1. PURPOSE: To establish procedures for initiating, processing, authorizing, reviewing, recording, and paying Memoranda of Agreements (MOAs) with employees.
2. AUTHORITY: Superintendent or designee
3. RESPONSIBILITY: Superintendent, Administrator, Chief Financial Officer (CFO) and Payroll Technician
4. PROCEDURES: The following procedures should be followed for completing MOAs with employees to be processed through payroll:
 - a. EMPLOYEE AND PERSONNEL/PAYROLL RECORDS
 - (1) Follow procedures under SOP 4 to ensure proper personnel/payroll records are maintained. Further detail is below.
 - b. PROCESSING MOAs
 - (1) The Administrator with oversight over the program/site/department budget/revenue source should prepare the MOA. Templates/support for an MOA for a particular task/position can be sourced from Human Resources, the Superintendent's office, etcetera.
 - (2) MOAs shall include the following information:
 - (a) Name of staff member/employee
 - (b) Position/Task
 - (c) Expectations of staff member/employee
 - (d) Responsibilities of the District
 - (e) Compensation rate, total compensation, payment timeline
 - (f) Signature Lines and Date
 - (g) Account Code
 - (h) Notate whether the pay will be retirement eligible
 - (3) Account codes and retirement eligibility can be obtained from the CFO.
 - (4) The MOA must be signed by the staff member/employee and the Superintendent. The Administrator with oversight can also sign, but cannot sign

in place of the Superintendent unless a memo designating the Administrator to financially obligate the District is on file with the Business Office.

- (5) If there are additional forms to be completed by the staff member/employee, they must be (a) listed in the MOA under Expectations, and (b) attached to the MOA.
- (6) The MOA should be sent to the staff member/employee for signature, then routed to the Superintendent. If Administrator is signing, they should sign. A copy of the fully executed MOA is sent to the staff member, Administrator, Human Resources, Payroll Technician, and the CFO. MOAs must be fully executed and returned to the staff member/employee before any work on the MOA begins.
- (7) Human Resources will add any non-current staff member/employee to the onboarding platform (Frontline Central) and ensure that all personnel/payroll documents (W4, I9, Direct Deposit Form, etc) are completed.
- (8) Human Resources will add the MOA to the HR Report for the next regular Board of Education meeting for Board ratification.
- (9) When the expectations/tasks for an MOA are complete, the Administrator will complete a payment request and send to the Payroll Technician and CFO with a copy of the MOA attached to the payment request.
- (10) Payroll Technician will obtain approval of the Superintendent on all MOA payment requests and will then proceed with processing payroll for payment of the MOA.

REFERENCES:

BP 3312 Contracts

BP 4151 Salary Guides – Exempt Employees

BP 4261 Leaves and Absences

BP 4262 Holidays

IRS Guidance: <https://www.irs.gov/newsroom/understanding-employee-vs-contractor-designation>

ASLAM/DEED Records Retention Schedule: Click on “School Districts, #400.1”
<https://archives.alaska.gov/rims/>

EXHIBITS: None

REVISION DATE: 6/1/2025

Public Comment Statement

The Board of Education welcomes community member input during meetings about issues on or not on the agenda. The Board is not able to respond directly to you during Public Comment; the Board may decide at the end of the meeting during Board Member Comment to discuss your topic at a work session, regular meeting, or direct the Superintendent to look into a situation further.

The Board may not speak about subjects that are protected by legal confidentiality such as specific student discipline issues or personnel issues that could disparage or slander district employees.

The general guideline is approximately three minutes per speaker; however, additional time is allowable if needed. When you speak to the Board, please state your first and last name for the record.

SCHOOL BOARD COMMUNICATION

Title: Approval of Certified Administrator Contracts

Date: January 13, 2026

Administrator: Jamie Burgess, Superintendent & Elizabeth Korenek-Johnson, Asst. Superintendent

Attachments: None



Action Needed



For Discussion



Information



Other

BACKGROUND INFORMATION

The administration recommends the offer of an administrative contract for FY27 to the following individuals.

Elizabeth Korenek-Johnson – Assistant Superintendent
Teriscovkya Smith – NBMHS Principal
Holly Harlow – NBMHS Assistant Principal
Emily Annas – ACSA Principal/Teacher

ADMINISTRATIVE RECOMMENDATION

The administration recommends approval of the offer of FY27 administrative contracts for Elizabeth Korenek-Johnson, Teriscovkya Smith, Holly Harlow and Emily Annas as presented.

Sample Motion: I move to approve the offer of FY27 administrative contracts for Elizabeth Korenek-Johnson, Teriscovkya Smith, Holly Harlow and Emily Annas as presented.

SCHOOL BOARD COMMUNICATION

Title: Approval of FY27-FY29 Calendars

Date: 1/13/26

Administrator: Jamie Burgess, Superintendent & Elizabeth Korenek-Johnson, Asst. Superintendent

Attachments: FY27 Draft Calendar, FY28 & FY29 Calendar Templates

☒	Action Needed	☐	For Discussion	☐	Information	☐	Other
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BACKGROUND INFORMATION

Per BP/AR 6111 School Calendar, the NPS Calendar Committee has submitted an FY27 detailed calendar, and a template for FY28 and FY29 showing legal holidays and the start/end dates for school. The administration appreciates the work of the Calendar Committee, who are recognized below.

Administrators

Elizabeth Korenek-Johnson, Asst. Superintendent
Teriscovkya Smith, NBMHS Principal
Holly Harlow, NBMHS Assistant Principal

Certified Staff

Keane Richards, ACSA
Jason Brown, NES
Aaron Brown, NBMHS
Kastyn Lie, ACSA

Classified Staff

Stan Burgess, NES

Families/Community Members

Jennifer Reader
Brianna Piscoya
Shamrock Twaddle
Garret Savok
Carol Piscoya

Nome Public Schools
PO Box 131
Nome, AK 99762
907-443-2231 – www.nomeschools.org

Trisha Walters
Lena Danner
Kacey Miller

Students
Angela Omedelina
Sara James
Rosalie Richards
Renee Brown

ADMINISTRATIVE RECOMMENDATION

The administration recommends approval of the FY27 detailed calendar and the templates for FY28 and FY29 as presented by the Calendar Committee.

Sample Motion: I move to approve the FY27 detailed calendar and the templates for FY28 and FY29 as presented by the Calendar Committee.

Draft School Calendar 2026-2027

Due Date: July 1, 2026

District Name: Nome Public Schools

School: ALL

Approved By:

Title: Superintendent

Jul-26							Aug-26							Sep-26							Oct-26						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
			1	2	3	4							1			1	2	3	4	5					1	2	3
					H											UV	UV										
5	6	7	8	9	10	11	2	3	4	5	6	7	8	6	7	8	9	10	11	12	4	5	6	7	8	9	10
												N			H		M							M			
12	13	14	15	16	17	18	9	10	11	12	13	14	15	13	14	15	16	17	18	19	11	12	13	14	15	16	17
								N	I	I	W	W					M							M			
19	20	21	22	23	24	25	16	17	18	19	20	21	22	20	21	22	23	24	25	26	18	19	20	21	22	23	24
								O		M							M						M/E				
26	27	28	29	30	31		23	24	25	26	27	28	29	27	28	29	30				25	26	27	28	29	30	31
								K		M							M						M		FTC		
							30	31																			
								UV																			

# of Inservice Days:	# of Inservice Days: 2	# of Inservice Days: 0	# of Inservice Days: 0
# of Student Days:	# of Student Days: 10	# of Student Days: 19 (29)	# of Student Days: 21 (50)
# of Teacher Days:	# of Teacher Days: 14	# of Teacher Days: 20 (34)	# of Teacher Days: 22 (56)

Nov-26							Dec-26							Jan-27							Feb-27						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
1	2	3	4	5	6	7			1	2	3	4	5						1	2		1	2	3	4	5	6
	FTC		M							M									H					M		FTC	
8	9	10	11	12	13	14	6	7	8	9	10	11	12	3	4	5	6	7	8	9	7	8	9	10	11	12	13
			M							M						I	W	M				FTC		M			
15	16	17	18	19	20	21	13	14	15	16	17	18	19	10	11	12	13	14	15	16	14	15	16	17	18	19	20
			M							M		M/E					M						I		M		
22	23	24	25	26	27	28	20	21	22	23	24	25	26	17	18	19	20	21	22	23	21	22	23	24	25	26	27
			M	H	H			UV	UV	UV	UV	H					M						M				
29	30						27	28	29	30	31			24	25	26	27	28	29	30	28						
								UV	UV	UV	UV						M										
														31													

# of Inservice Days: 0	# of Inservice Days: 0	# of Inservice Days: 1	# of Inservice Days: 1
# of Student Days: 18 (68)	# of Student Days: 14 (82)	# of Student Days: 18 (100)	# of Student Days: 17 (117)
# of Teacher Days: 21 (77)	# of Teacher Days: 15 (92)	# of Teacher Days: 21 (113)	# of Teacher Days: 20 (133)

Mar-27							Apr-27							May-27							Jun-27						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
	1	2	3	4	5	6						1	2	3						1			1	2	3	4	5
			M																								
7	8	9	10	11	12	13	4	5	6	7	8	9	10	2	3	4	5	6	7	8	6	7	8	9	10	11	12
			M		E					M							M		UV								
14	15	16	17	18	19	20	11	12	13	14	15	16	17	9	10	11	12	13	14	15	13	14	15	16	17	18	19
	UV	UV	UV	UV	UV					M		UV					M										
21	22	23	24	25	26	27	18	19	20	21	22	23	24	16	17	18	19	20	21	22	20	21	22	23	24	25	26
			M							M							M		M/C	W							
28	29	30	31				25	26	27	28	29	30		23	24	25	26	27	28	29	27	28	29	30			
			M							M		I															
														30	31												
															H												

# of Inservice Days: 0	# of Inservice Days: 1	# of Inservice Days: 0	# of Inservice Days:
# of Student Days: 18 (135)	# of Student Days: 20 (156)	# of Student Days: 14 (170)	# of Student Days:
# of Teacher Days: 18 (151)	# of Teacher Days: 21 (173)	# of Teacher Days: 15 (188)	# of Teacher Days:

Proposed School Calendar 2028-2029

Due Date: July 1, 2028

District Name:														School:													
Approved By:														Title:													

Jul-28							Aug-28							Sep-28							Oct-28								
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S		
						1				1	2	3	4	5							1	2	1	2	3	4	5	6	7
2	3	4	5	6	7	8	6	7	8	9	10	11	12	3	4	5	6	7	8	9	8	9	10	11	12	13	14		
9	10	11	12	13	14	15	13	14	15	16	17	18	19	10	11	12	13	14	15	16	15	16	17	18	19	20	21		
16	17	18	19	20	21	22	20	21	22	23	24	25	26	17	18	19	20	21	22	23	22	23	24	25	26	27	28		
								O																					
23	24	25	26	27	28	29	27	28	29	30	31			24	25	26	27	28	29	30	29	30	31						
30	31																												
# of Inservice Days:							# of Inservice Days:							# of Inservice Days:							# of Inservice Days:								
# of Student Days:							# of Student Days:							# of Student Days:							# of Student Days:								
# of Teacher Days:							# of Teacher Days:							# of Teacher Days:							# of Teacher Days:								

Nov-28							Dec-28							Jan-29							Feb-29							
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
			1	2	3	4						1	2		1	2	3	4	5	6						1	2	3
5	6	7	8	9	10	11	3	4	5	6	7	8	9	7	8	9	10	11	12	13	4	5	6	7	8	9	10	
12	13	14	15	16	17	18	10	11	12	13	14	15	16	14	1	16	17	18	19	20	11	12	13	14	15	16	17	
19	20	21	22	23	24	25	17	18	29	20	21	22	23	21	22	23	24	25	26	27	19	19	20	21	22	23	24	
26	27	28	29	30			24	25	26	27	28	29	30	28	29	30	31				25	26	27	28				
31																												
# of Inservice Days:							# of Inservice Days:							# of Inservice Days:							# of Inservice Days:							
# of Student Days:							# of Student Days:							# of Student Days:							# of Student Days:							
# of Teacher Days:							# of Teacher Days:							# of Teacher Days:							# of Teacher Days:							

Mar-29							Apr-29							May-29							Jun-29							
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
				1	2	3	1	2	3	4	5	6	7			1	2	3	4	5							1	2
4	5	6	7	8	9	10	8	9	10	11	12	13	14	6	7	8	9	10	11	12	3	4	5	6	7	8	9	
11	12	13	14	15	16	17	15	16	17	18	19	20	21	13	14	15	16	17	18	19	10	11	12	13	14	15	16	
18	19	20	21	22	23	24	22	23	24	25	26	27	28	20	21	22	23	24	25	26	17	18	19	20	21	22	23	
25	26	27	28	29	30	31	29	30						27	28	29	30	31			24	25	26	27	28	29	30	
# of Inservice Days:							# of Inservice Days:							# of Inservice Days:							# of Inservice Days:							
# of Student Days:							# of Student Days:							# of Student Days:							# of Student Days:							
# of Teacher Days:							# of Teacher Days:							# of Teacher Days:							# of Teacher Days:							

Proposed School Calendar 2027-2028

Due Date: July 1, 2027

District Name:														School:													
Approved By:														Title:													

Jul-27							Aug-27							Sep-27							Oct-27							
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
				1	2	3	1	2	3	4	5	6	7				1	2	3	4							1	2
4	5	6	7	8	9	10	8	9	10	11	12	13	14	5	6	7	8	9	10	11	3	4	5	6	7	8	9	
11	12	13	14	15	16	17	15	16	17	18	19	20	21	12	13	14	15	16	17	18	10	11	12	13	14	15	16	
								O																				
18	19	20	21	22	23	24	22	23	24	25	26	27	28	19	20	21	22	23	24	25	17	18	19	20	21	22	23	
25	26	27	28	29	30	31	29	30	31					26	27	28	29	30			24	25	26	27	28	29	30	
																					31							
# of Inservice Days:							# of Inservice Days:							# of Inservice Days:							# of Inservice Days:							
# of Student Days:							# of Student Days:							# of Student Days:							# of Student Days:							
# of Teacher Days:							# of Teacher Days:							# of Teacher Days:							# of Teacher Days:							

Nov-27							Dec-27							Jan-28							Feb-28						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
	1	2	3	4	5	6				1	2	3	4							1			1	2	3	4	5
7	8	9	10	11	12	13	5	6	7	8	9	10	11	2	3	4	5	6	7	8	6	7	8	9	10	11	12
14	15	16	17	18	19	20	12	13	14	15	16	17	18	9	10	11	12	13	14	15	13	14	15	16	17	18	19
21	22	23	24	25	26	27	19	20	21	22	23	24	25	16	17	18	19	20	21	22	20	21	22	23	24	25	26
28	29	30					26	27	28	29	30	31		23	24	25	26	27	28	29	27	28	29				
														30	31												
# of Inservice Days:							# of Inservice Days:							# of Inservice Days:							# of Inservice Days:						
# of Student Days:							# of Student Days:							# of Student Days:							# of Student Days:						
# of Teacher Days:							# of Teacher Days:							# of Teacher Days:							# of Teacher Days:						

Mar-28							Apr-28							May-28							Jun-28							
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
			1	2	3	4							1		1	2	3	4	5	6						1	2	3
5	6	7	8	9	10	11	2	3	4	5	6	7	8	7	8	9	10	11	12	13	4	5	6	7	8	9	10	
12	13	14	15	16	17	18	9	10	11	12	13	14	15	14	15	16	17	18	19	20	11	12	13	14	15	16	17	
																			C									
19	20	21	22	23	24	25	16	17	18	19	20	21	22	21	22	23	24	25	26	27	18	19	20	21	22	23	24	
26	27	28	29	30	31		23	24	25	26	27	28	29	28	29	30	31				25	26	27	28	29	30		
							30																					
# of Inservice Days:							# of Inservice Days:							# of Inservice Days:							# of Inservice Days:							
# of Student Days:							# of Student Days:							# of Student Days:							# of Student Days:							
# of Teacher Days:							# of Teacher Days:							# of Teacher Days:							# of Teacher Days:							

SCHOOL BOARD COMMUNICATION

Title: Approval of Reduction in Force Plan

Date: January 13, 2026

Administrator: Jamie Burgess, Superintendent

Attachments: RIF Plan

☒	Action Needed	☐	For Discussion	☐	Information	☐	Other
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BACKGROUND INFORMATION

With the upcoming FY27 budget cycle, the possibility exists that the District may have to consider layoffs if elimination of a teaching position becomes necessary in order to balance the budget. The City of Nome has not yet indicated the level of support they will offer, and the increase to the BSA is appreciated but is insufficient, and the District cannot tap its fund balance and/or the apartment fund to make up for needed revenue.

While the administration will do everything possible to avoid layoffs such as attrition, transfers, adjusting timing of non-tenured contract offers, and reductions in every other area, we must have a RIF plan in place if it becomes an unavoidable step. The budget picture will become more clear in the next several months as more information becomes available and decisions are made.

ADMINISTRATIVE RECOMMENDATION

The administration recommends approval of the updated Reduction in Force Plan.

Sample Motion: I move to approve the updated Reduction in Force Plan.

Nome Public Schools Reduction in Force Plan

Rationale

Per Board Policy 4117.31, the school board must have an adopted layoff plan containing the following elements: 1) identification of academic and other programs that the district intends to maintain in implementing the layoff plan; 2) procedures for layoff and recall of tenured teachers; 3) minimizes disruption to the education program and provision of instructional services to students; 4) causes the least deviation from the present assignment of personnel; and 5) complies with AS 14.20.177, which allows a district to reduce the number of tenured teachers because a) school attendance has decreased (equating to enrollment) or b) the basic need of the school district decreases by three percent or more from the previous year.

The most recently adopted Reduction in Force Plan was created in the fall of 2020 and needs to be updated.

Budget Priorities

The District will make every effort to find cost savings in other areas before eliminating teacher positions. This may involve reducing funds for supplies, non-grant funded travel, technology, etc. Procedures which may provide cost efficiencies for items which cannot be eliminated will be considered as well.

Priority Academics/Programs

NPS intends to provide an educational program that offers students a comprehensive educational experience. As a district, we believe it is important for students to have a broad experience that encompasses academics, activities, and a variety of electives. However, changes in staffing levels may impact the diverse array of courses and core academic and elective experiences that have previously been offered. The goal is to minimize disruption to the educational program and cause the least deviation from the present assignment of personnel.

Core content areas (English, Mathematics, Science and Social Studies) will be prioritized at the secondary level, with secondary priorities for courses in other content areas which are required to meet the State of Alaska's graduation requirements.

At the elementary level, classroom positions will be prioritized over positions with "special" assignments, i.e., PE, music, art, etc.

Grant-Funded Positions

Teachers in positions which are funded through grants are subjected to the same layoff procedures; i.e., tenure, seniority, qualifications for position, etc. Outside of circumstances requiring a Reduction in Force, if grant funding for a position is no longer available, a tenured teacher in a grant-funded position being eliminated will be offered any available open position for which they are qualified. If there are no open positions for which they are qualified, they may "bump" a non-tenured teacher in a position for which they are qualified.

Procedures for Layoff and Recall

If the Board finds that a reduction in force is necessary based upon AS 14.20.177, the reductions in force and recall shall be conducted in accordance with state statute and the terms of the collective bargaining agreement.

The following procedures will be followed:

1. The District shall provide notice of non-retention to non-tenured teachers, as per the Negotiated Agreement with the Nome Education Association (NEA). The District will layoff tenured teachers that because of the elimination of certain programs are not qualified to teach any positions. The District will then provide layoff notice to tenured teachers in reverse order of seniority. The District may retain non-tenured teachers and place on layoff status a tenured teacher if there is no tenured teacher in the district who is qualified to replace the non-tenured teacher. The district will provide to NEA a list that ranks all teachers by seniority with their certification and endorsements and another list that indicates those teachers that are identified for layoff.

2. Seniority shall be defined as length of continuous service with the District in a certificated position, part-time or full-time, or a combination of both, measured from initial date of contract employment. Periods of paid or unpaid leave or lay-off shall not be considered as interruption of service and shall be counted toward seniority. In the event a tie still exists, seniority shall be determined by the drawing of lots for the affected teachers.

3. For purposes of this plan, state law provides that a tenured teacher is considered qualified for a position if the position is in

(a) grades K-8 and the teacher has an elementary endorsement;

(b) an established middle school and the teacher has

(i) an elementary endorsement;

(ii) a middle school endorsement; or

(iii) a secondary certificate with a subject area endorsement in the area of assignment in which the teacher filling the position will spend at least 40 percent of the teacher's time or the teacher has, within the five years immediately preceding the last date on which the teacher performed teaching services in the district before being laid off, received an evaluation stating that the teacher's performance in the subject or subjects meets the district performance standards; or

(c) grades 9-12 and the teacher has an endorsement for each subject area in which the teacher filling the position will spend at least 40 percent of the teacher's time or the teacher has, within the five years immediately preceding the last date on which the teacher

performed teaching services in the district before being laid off, received an evaluation stating that the teacher's performance in the subject or subjects meets the district performance standards.

4. The District shall recall any tenured staff affected by this reduction in force by recalling them under the statutory hiring preference if and when, in the course of the next three years, the Board determines that changed financial circumstances make it economically and educationally responsible to reinstate one or more positions. The Board shall offer the position to qualified tenured teachers on layoff status in order of their seniority. Initial contact shall be by certified mail to the current address provided by the teacher and by email to the email address provided by the teacher. The President of the Association or the designated Association representative shall receive a copy of the email. Failure to respond within 30 days of receipt of the certified mail sent by the District will result in removal from the recall list. The District may, in its discretion, offer part-time positions if the District's financial status improves, but not to the extent necessary to reinstate the entire program or position, provided, however, that the refusal of a teacher to accept a part-time offer or less than a full year contract as defined in statute and regulation shall not terminate a laid-off teacher's hiring preference.

5. A tenured teacher who has received notification of lay-off may elect to take unpaid leave for up to one year. Teachers who elect to take unpaid leave in lieu of lay-off shall be considered for recall following the expiration of such leave in accord with these procedures, provided written notice is provided to the District. This leave of absence shall not be subject to any provision of the Negotiated Agreement. A teacher taking a leave of absence shall be placed on a recall list at the end of the leave.

6. Continuing access to benefits shall be available to any laid-off teachers to the extent provided by COBRA.

7. Layoff status does not constitute a break in service for retaining tenure rights and accrued sick leave.

8. The District shall maintain all other academic programs not affected by the plan.

9. Notice of layoff shall be provided to tenured staff affected by the reduction in force prior to the deadline set forth in AS 14.20.140.

Implementation Steps

- Superintendent evaluates enrollment statistics, Governor's initial budget, District's initial draft budget for upcoming school year, discussions from State Legislature and/or state educational professional associations to determine if plans for a Reduction in Force are warranted
- Superintendent will review the first draft of the upcoming year's budget in conjunction with the Business Manager and appropriate directors and principals to identify reductions/efficiencies in all other areas other than staffing.
- Superintendent convenes a meeting with a District team to determine placements for returning teachers and involuntary transfers based on most current staffing allocations. District team will assist in identifying any potential layoffs.
- All employment offers will be contingent upon funding.
- Provide non-retention/layoff notices to affected staff, which shall include options and recall procedures.

SCHOOL BOARD COMMUNICATION

Title: Approval of Use of SuperEval Platform for Superintendent Evaluation for FY26

Date: January 13, 2026

Administrator: Jamie Burgess, Superintendent

Attachments: None

☒	Action Needed	☐	For Discussion	☐	Information	☐	Other
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BACKGROUND INFORMATION

As a cost-saving measure, the administration is recommending that the School Board pilot the use of the SuperEval platform to conduct the Superintendent's evaluation for FY27. The cost for the use of the SuperEval platform is \$600 as opposed to approximately \$6000 to conduct a facilitated evaluation utilizing a third-party such as AASB.

The same evaluation questions may be used, the Superintendent is able to complete a self-evaluation and upload artifacts for the Board's review, and each Board member is able to submit scoring and feedback directly to the Board President. The platform compiles the feedback and scores, and the results would be shared with the Superintendent in Executive Session as done previously.

This option would require all Board members to participate in a 30 minute training on the platform, as well as shift responsibility for oversight of Board completion of the evaluation to the Board President, but represents a significant cost savings. In addition, the Board may return to a facilitated evaluation in subsequent years if it chooses.

ADMINISTRATIVE RECOMMENDATION

The administration recommends approval of the use of the SuperEval platform to conduct the Superintendent's evaluation for the FY26 school year.

Sample Motion: I move to approve the use of the SuperEval platform to conduct the Superintendent's evaluation for the FY26 school year.