

## NWABSD Board Retreat

Saturday, October 14, 2023 8:30 AM

District Office Boardroom, 744 Third Ave., Kotzebue, AK 99752

- |    |  |  |
|----|--|--|
| 1. | <b>8:30 am Opening and Board Comments</b>          | <b>Presenter:</b> Margaret Hansen        |
| 2. | <b>9:00 am NWABSD Programs Overview</b>            | <b>Presenter:</b> Director Presentations |
| 3. | <b>1:00 pm Legislative Update &amp; Priorities</b> | <b>Presenter:</b> Lobbyists              |
| 4. | <b>2:30 PM Wrap-up &amp; Board Comments</b>        | <b>Presenter:</b> Margaret Hansen        |

# NWABSD



## Atautchikun Iñuuniałiptigun

Terri Walker, Superintendent

Box 51 • Kotzebue, AK 99752

907.442.1802

[twalker@nwarctic.org](mailto:twalker@nwarctic.org)

*Serving the communities of:*

Ambler • Buckland • Deering • Kiana • Kivalina • Kobuk  
Kotzebue • Noatak • Noorvik • Selawik • Shungnak

# **Welcome New and Returning Board Members!**

## **Agenda**

### **NWABSD Programs Overview**

- **Foundational Statements**
- **Strategic Plan Overview**
- **Organizational Overview**
- **Program Responsibilities Chart**
- **Director & Principal Lists**
- **Department Overviews**



# Foundational Statements

## MISSION

TO PROVIDE A LEARNING ENVIRONMENT THAT INSPIRES AND CHALLENGES STUDENTS AND EMPLOYEES TO EXCEL

## VISION

TO GRADUATE ALL STUDENTS WITH THE KNOWLEDGE, SKILLS, AND ATTITUDES NECESSARY FOR A SUCCESSFUL FUTURE



# 2022-2027 Strategic Plan:

## ***School and Culture:***

- **Community- School Connectedness (one of the state-identified pillars) – Each site has a Tribal/Community Partnership Plan to provide relevant learning opportunities and support. Schools will support the plan with improvement data and ongoing adjustments for continuous improvement.**

## ***Operational Improvement:***

- **Maximizing Operating Software - Frontline**
- **Process Documentation – Process to support efficiency and succession planning.**

## ***Instructional Support:***

- **MTSS (Multi-Tiered System of Supports)/**
- **Trauma-Informed Teaching Practices (TITP) – Implement TITP practices through a train-the-trainer program, including ongoing reinforcement and implementation in the classroom.**

## ***Wellness:***

- **Sustainable Counseling Program – Develop the program with an implementation plan leading to an operationalized program to include documentation of counseling services at all sites.**

## ***Growing Our Own:***

- **Vocational Track Mapping – Align curriculum to support the growth of students throughout their education to be prepared for employable roles within the region.**
- **Regional Workforce Development – Develop a plan for ATC to grow alignment between offerings and regional workforce needs.**

## ***Board Development***

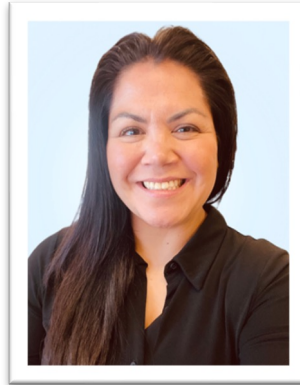
- **Standard Operating Procedures for Board – Define standard operating procedures to support board efficacy and improve onboarding and communications.**
- **Definition of Board Role – Define the board role and align it around the products of the board to support efficacy and board scope.**

# ORGANIZATION

## *Regional School Board - 11-member regionally-elected governing body*



Terri Walker  
Superintendent



Shayne Schaeffer  
Executive Assistant to  
the Superintendent and  
School Board



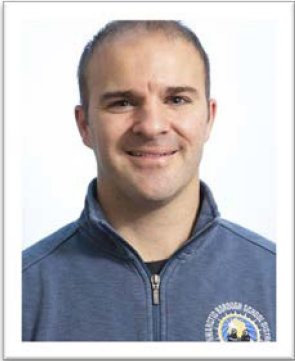
Brett Slaathaug  
Student Activities  
Coordinator

### **Superintendent**

- I. Student Activities
- II. Department programs
  - a. Administrative Services
  - b. Curriculum
  - c. Human Resource
  - d. Maintenance
  - e. State and Federal Programs
  - f. Student Services
  - g. Technology
- III. 13 Pk-12 Grade Schools and Principals
- IV. Alaska Technical Center



# Student Activities



Brett Slaathaug  
Activities Coordinator



## Athletic & Academic Activities:

1. Cross Country
2. 3A Volleyball
3. 1A M6 Volleyball
4. 1A Wrestling
5. 3A Wrestling
6. 1A Basketball
7. 3A Basketball
8. Native Youth Olympics
9. eSports
10. Battle of the Books
11. Spelling Bee
12. Science Fair

## Responsible for:

- Activities Budgets
- Extra Duty Contract Support
- Activities Website
- Alaska School Activities Association (ASAA) Eligibility Support
- National Federation of State High School (NFHS) Coaching Certification
- NFHS Network Streaming
- ASAA: Region 1 Board
- Survival Bags
- Senior Trips Travel Support
- Weekly Items:
  - ✓ Flight Arrangement
  - ✓ NMS Food Service
  - ✓ NMS Custodial
  - ✓ Open Freight Leg Notification



## NWABSD 2023-24 Program Responsibilities

**Terri Walker, Superintendent**  
**Shayne Schaeffer, Executive Secretary**  
*Student Activities: Brett Slaathaug*

NWABSD Board of Education, Curriculum/Instruction, Special Programs, State/Federal Programs; Instructional Technology & Information Services, Human Resources, Administrative Services, Property Services, Alaska Technical Center, Principals, Strategic Plan, Inter-Agency Program Collaboration, Communications, District Improvement Plan, Board Policies, Student Suspensions and Capital Projects  
*Capital Projects Manager-Consultant: Kathy Christy*

**Tracy Bell**  
**Director of Curriculum/Instruction**  
 Assistant Director: Paulisa Scarlett

PreK-12 Curriculum & Instruction, Professional Development, Graduate Follow-up, Post-Secondary Collaboration, Inservice Evaluations, Classroom Schedules, Tech Prep, Chukchi Campus – UAF, Dual Credit, VTC Course Schedule, Early Learning Grant, Bridging the Gap Grant, Carl D. Perkins Federal Grant, Inupiaq Programs, Career Tech Education (CTE)  
 Secondary 9-12 Career and Technical Ed. Career Exploratory 6-8 Education, Career, Awareness K-5 Education, School & Industry Workforce Development, Partnerships  
*MTSS: Kimberly Addington*  
*Science Curriculum Development: Zonda Martin*  
*Literacy: Kristen Woodie*

**Brandon Blackham**  
**Director of Property Services**  
 Office Manager: Kiki Kenworthy

School Facility Maintenance/Repair, Teacher Housing, Maintenance/Repair, Deferred Maintenance/Repair, Fuel, Inventory/Purchase, Custodial Supply, Inventory/Purchase, Maintenance Supply, Inventory/Supply, Vehicles, Federal & State Inspection/Compliance, Summer Site Supervision, Computerized Maintenance Program, & Security, and Utilities

*Plumber: Troy Humphreys*  
*NMS Supervisor: Chris Moshella*

**Perrian Windhausen**  
**Director of Special Programs**  
 Assistant Director: Dr. Ronald Malcolm  
 Secretary: Byrd Carter

Pre-K-12 Special Education, Immunizations, Itinerant SPED Services, Extended School Year Services, Child Find, 504 Plans, Counseling/Counselors, Youth Leaders, Attendance, Assessment Testing, Progress Monitoring, Student Data/Records/Stats, Assessment Staff Development, Graduate Transcripts, Report Card to the Public, Limited English Proficiency, Gifted/Talented, Work Keys Assessment, Student Information Services (PowerSchool), Student Data/Records/Stats, Alaska Career Info System Administration, & Student Online Portfolio, Child Abuse Reporting, Student Accident Reports

*Assessment Coordinator: Robin Gage*  
*Infant Learning Assistant: Maureen Nolan*  
*Infant Learning Coordinator: Wanda Baltazar*  
*Occupational Therapist: Tracey Schaeffer*  
*Compliance Coordinator: Francis Gage*  
*SpEd Liaison/Teacher: Emily Davis*  
*SpEd Liaison/Teacher: Angela Eisel*  
*SpEd Liaison/Teacher: Eddie Williams*  
*Student Records: David Smith*  
*Youth Leaders Coordinator: Andrea Zink*

**Jefferey Alexander**  
**Director of Human Resources**  
 Assistant Director: Kathryn Self

Health Insurance, Worker's Comp., PERS/TRS, Position Vacancies, Recruiting, NAEA/NAESPA, Disciplinary Actions, Grievances, Negotiations, Extra-Duty Contracts, Certification, Highly Qualified Staffing, Maintenance, Unemployment Claims, Student Accidents, Teacher Housing, Staff Evaluations, Mandatory Training, & Drug/Alcohol Testing, Title IX Coordinator, Sex/Gender Equity Contact

*HR Officer: Qutan Lambert*  
*Assistant HR Officer: Amie Gardner*

**Amy Eakin**  
**Director of Instructional Technology & Information Services**  
 Assistant Director: Paul Wood

Pre-K-12 Instructional Technology, Technology Staff Development, Technology Plan & Policies, eRate, Inter-agency Technology Collaboration, Technology Grant Funds, Digital Citizenship, Computer Installation/Maintenance, Resource Technology Leaders, Network, Telecommunications, Video Teleconference (VTC), & Technology Purchases

*Computer Field Technician: Kwang "Ken" Hong*  
*Computer Field Technician: Christopher Walker*  
*Computer Field Technician: John Miner*  
*Technology Coordinator: Conor McCoy*

**Joy Cogburn**  
**Director of State & Federal Grants**  
 Admin Assistant: Loretta Kittrell

ESSA Grant Funding: Application, reports and compliance issues, Site Improvement Plans, School Climate, Safety and Academic Services Grant, Indian Education Grant, Migrant Education recruiting activities, Grant Budget development and revisions, Supervision of grant fund applications, activities and records, Extended School Programs/Summer School Programs, PAC/tribal consultation, Emergency Preparedness, Star of the Northwest Magnet School, & Drivers Education

*Program/Development Specialist: Scott Martin*

**Megan Williams**  
**Director of Administrative Services**  
 Assistant Director: Deborah Walker

Budget Coordination, General Fund and Grant Accounting, Federal, State & Local Financial Reporting, Administrative Technology, Internal Audit, Payroll & Employee Benefits, Purchasing, Accounts Payable & Receivable, & Food Service

*Accountant II: Kim Rotman*  
*Accounts Payable: Lois Booth*  
*Accounting Tech: Amanda Kenworthy*  
*Food Service: Amber Colvin*  
*NMS Food Service: Linda McDermott*  
*Payroll Officer: Clara Henry*  
*Payroll Officer-Assistant: Delia Shuster*  
*Purchasing Agent: Brad Eisel*

**Karl Kowlaski**  
**Director of Alaska Technical Center**  
 Assistant Director: Ivy Shelton

Industry Liaison, General Education Development (GED), Statewide Adult Vocational Training: business, management, marketing and related support service; construction trades; health professions and related programs, mechanics and repair technologies; & transportation and materials moving

*Health Occupations: Jay Panilio*  
*Process Technology: Merle Green*  
*Registrar: Lori Jorgensen*  
*Construction Trades Instructor: Charles Keeter*  
*Career Technical Education/Readstart: Clay Beck*  
*Culinary Arts Instructor: Alejandro Vargas*  
*GED Instructor: China Kantner*  
*Recruiter/ Administrator: Eugene Wilkerson*  
*Registrar: Lori Jorgensen*  
*ATC/STAR Student Adviser: Matt Cooper*





Sarah Hutchison  
Ambler



Cherita Williams  
Buckland



Brenda Noe  
Deering



James Stewart  
Kiana



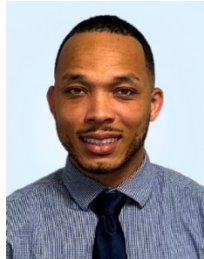
Jeremy Millard  
Kivalina



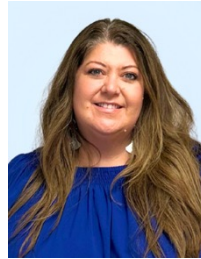
Julie Shotwell  
Kobuk



Faith Jurs  
June Nelson  
Elementary



Gary Perkins  
Kotzebue Middle  
High School



Lori Lundgaard-  
Hall  
Noatak



Michael Zibell  
Noorvik



Jamie Cowart  
Selawik



Roger Franklin  
Shungnak



Joseph Groves  
Homeschool

# Principals





Karl Kowalski  
Alaska Technical Center



Megan Williams  
Administrative Services



Tracy Bell  
Curriculum



Jeffery Alexander  
Human Resources



Brandon Blackham  
Maintenance



Joy Cogburn  
State & Federal Programs



Perrian Windhausen  
Student Services



Amy Eakin  
Technology



# Directors

# NWABSD Programs Overview



# Alaska Technical Center





STAR OF THE NORTHWEST  
MAGNET SCHOOL

# Alaska Technical Center and STAR Magnet School

School	Adult Students	High School Students	Students Living in the Dorms	Classified Staff	Certified Staff
ATC	4	107	3	7	3
STAR	NA	26	33	8	2

Construction Trades	7	Employability Skills	4
Welding	21	Intro to Process Technology	8
Medical Terminology	1	Design and Fabrication	16
Intro to Health Careers	3	Small Business Enterprise	3
Arctic Resource Management	18	Business Software I	11
Intro to Culinary Arts	10	Foundations of Tech & Eng. (drones)	9



# ATC/STAR STAFF DIRECTORY

## ADMINISTRATION

Karl Kowalski, Director ATC & STAR of the NW Magnet School

Ivy Shelton, Assistant Director ATC & STAR of the NW Magnet School

## FACULTY AND STAFF

Lori Jorgensen, Registrar

Eugene Wilkerson, Recruiter

Matt Cooper, ATC/STAR Student Advisor

VACANT, Secretary

## ADULT EDUCATION

China Kantner, Instructor

## CULINARY ARTS

Chef Alejandro Vargas

## CONSTRUCTION TRADES

Charles Keeter, Instructor

## HEALTH OCCUPATIONS

Jay Panlilio, Instructor

## PROCESS TECHNOLOGY

Merle Green

## CAREER & TECHNICAL EDUCATION/ READISTAR

Clay Beck, Instructor

Marc Tumaneng, Instructor

## DORMITORY

Mary Keeter, Dorm Parent STAR

Shawata Blackman, Dorm Attendant STAR

Marlene Centino, Dorm Attendant STAR

Peter Lie, Dorm Attendant STAR

Jennifer Nelson, Dorm Attendant STAR

Hykela Dunn, Dorm Attendant STAR

Mary Nauska, Dorm Attendant ATC

Vacant, Attendant ATC



# Alaska Technical Center

The *only* post-secondary institute aligned with a public school district within the state of Alaska.

## High School

- ✓ High school juniors and seniors complete college credits and/or industry certifications prior to graduating.

## Adult Education

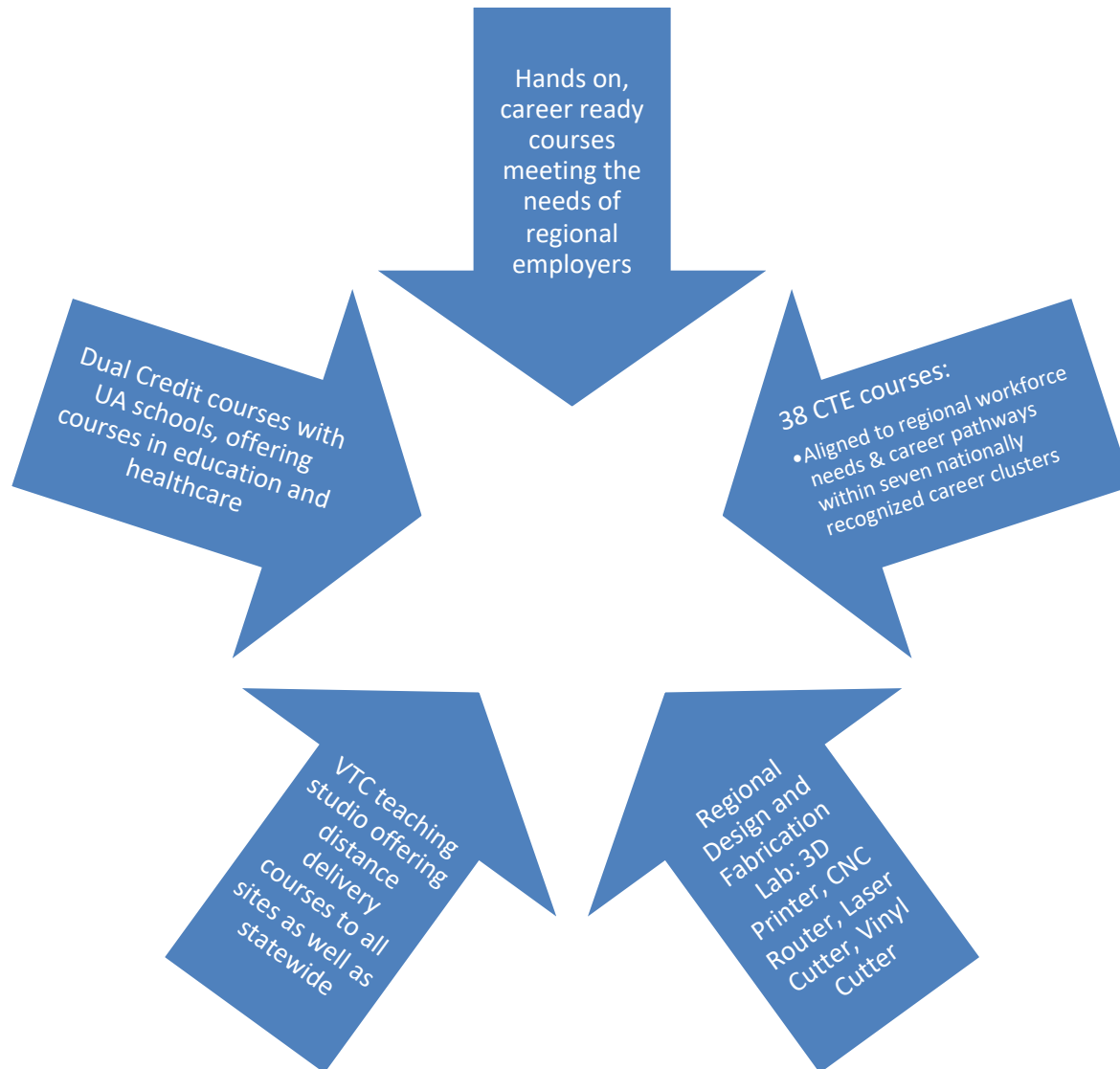
- ✓ Adults work towards certifications and college credits that lead to high paying, in demand jobs in as little as 10 weeks.

## GED Program

- ✓ The GED program services the high demands for all 11 villages



# The ATC Can Provide:



# Star of the Northwest Magnet School

A Statewide residential boarding school that offers:

## ★ LIFE SKILLS

Enhances life skills that assist young adults in the transition to post-secondary opportunities

## ★ CAREER AND TECHNICAL EDUCATION

Utilizes career and technical education to provide unique experiences for students to be work ready

## ★ ENRICHMENT OPPORTUNITIES

Career related experiences to prepare the student for the employment opportunities of the region

## ★ DUAL CREDIT

Dual credit opportunities through University of Alaska on the Chukchi campus

## ★ RESIDENTIAL FACILITY

A 40-bed dormitory allowing students to learn life and social skills with students from across the State



STAR OF THE NORTHWEST  
MAGNET SCHOOL

★ Business ★ Culinary Arts ★ Education ★ Healthcare ★ Process Technology ★ Construction

# Educational Partnerships



Northwest  
Arctic  
Borough  
School  
District



OF THE NORTH  
MAGNET SCHOOL

Star of the  
Northwest  
Magnet  
School



OF THE NORTH  
MAGNET SCHOOL

ReadiSTAR  
Variable  
Length  
Sessions

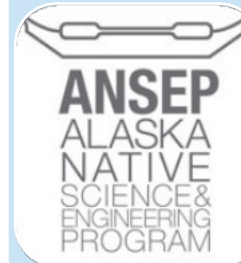


Kotzebue  
High School



College of Rural and  
Community Development  
Chukchi Campus

UAF  
Chukchi  
College



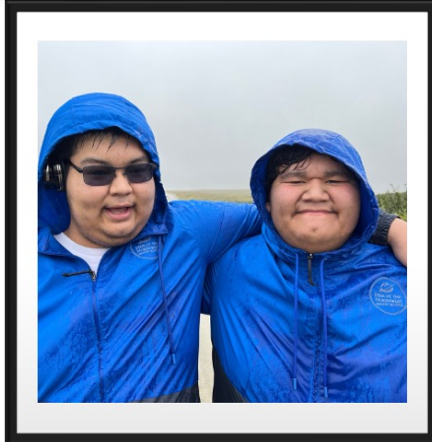
Alaska  
Native  
Science &  
Engineering  
Program



Alaska  
Technical  
Center









# Administrative Services



# Administrative Services Team



Megan Williams  
Director



Deborah Walker  
Asst Director



Amber Colvin  
Food Service



Kim Rotman  
Accountant



Brad Eisel  
Purchasing Agent



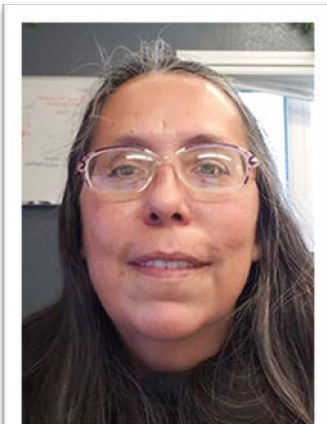
Lindsay  
McCafferty  
Accounts  
Payable Clerk



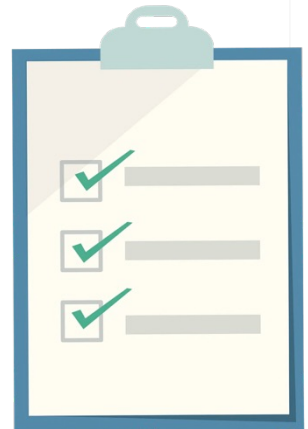
Lois Booth  
Accounts  
Payable Clerk



Amanda Kenworthy  
Accounting  
Technician



Clara Henry  
Payroll Officer



Delia Shuster  
Assistant Payroll  
Officer 22

# Administrative Services Department Responsibilities

- ✓ General Ledger & Cash Management
- ✓ General & Grant Accounting
- ✓ Payroll & Employee Benefits
- ✓ Accounts Payable & Receivable
- ✓ Purchasing
- ✓ Food Service
- ✓ District Insurance



## Cash Management

- ✓ Bank account reconciliation and maintenance
- ✓ Investment portfolios
- ✓ Cash deposit accounts (i.e.. JNES scholarship)
- ✓ General fund & Payroll checking accounts
- ✓ Student activities reconciliations
- ✓ Food service & other collections
- ✓ Dual Control Process → Internal Control Compliance
  - ▶ Two individuals must approve a new account, removal, or change.

# Budget Coordination

- ✓ Annual fiscal budget and process
- ✓ Advising on the timeframe and framework
- ✓ Budget committee
- ✓ Provide information to stakeholders
- ✓ Review of external resources that impact the annual budget.
  - ▶ i.e., Full Value Determination, Cost of Living Allowance, Legislative Updates, Utility Rate Changes



The image shows a close-up of a spreadsheet titled 'Monthly Budget'. The spreadsheet is divided into several sections. The top section, 'PROJECTED MONTHLY INCOME', lists 'Income 1' at € 1,500.00 and 'Total monthly income' at € 3,000.00. Below this, the 'ACTUAL MONTHLY INCOME' section shows 'Income 1' at € 1,500.00 and 'Total monthly income' at € 3,000.00. A 'Difference' column shows a variance of € 100.00. The bottom section, 'HOUSING', lists various expenses: 'Mortgage or rent' (€ 60.00), 'Phone' (€ 50.00), 'Electricity' (€ 200.00), 'Gas' (€ 50.00), 'Water and sewer' (€ 48.00), and 'Cable' (€ 2.00). A 'Projected Cost' column shows a total of € 1,500.00, and an 'Actual Cost' column shows a total of € 1,400.00, resulting in a 'Difference' of € 100.00. A black pen is pointing to the 'Actual Cost' column.

# Federal, State, & Local Financial Reporting

- ✓ Submit Fiscal Operating Budgets to State Department Education Early Development (DEED)
- ✓ Single Audit for Federal & State Reporting
- ✓ Audit for Retirement Plan
- ✓ Reports for various agencies,
  - ▶ i.e.: Northwest Arctic Borough, National Education Association, Affordable Care Act Reporting, Internal Revenue Service, Alaska Public Entity Insurance, Public, Other

## Administrative Technology

- ✓ Tyler Technology Infinite Visions Software
- ✓ Kronos Timeclock Systems

## Employee Benefits

- ✓ State Public Employee Retirement System
- ✓ Teacher Retirement System
- ✓ Workmen's Compensation
- ✓ Unemployment
- ✓ Federal Income Tax Reporting
- ✓ Federal Insurance Contributions Act
- ✓ Long Term Disability
- ✓ Health Insurance & Affordable Care Act Reporting

## Internal Audit

- ✓ Preparation and fair presentation of the financial statements
- ✓ Retirement and grant programs
  - ▶ i.e., food service or other grants



# Administrative Services Timeline

**July-Beginning of New Fiscal Year,  
Budget for DEED Report Due, Year End  
Adjustments**

**January-W2 Processing, 1099 Processing,  
ACA Reporting, Quarterly Reports Due,  
IRS Tax Due-PCori**

August-In-service Training, School Begins,  
Rent Begins, Audit Prep, Year End  
Adjustments

February-Begin New Budget Prep

September-IRS Taxes Due, ESC Tax Report  
Due, Audit Field Work, Retirement Audit,  
Food Service Audit

March-On-going Budget Prep, IRS Taxes  
Due, ESC Tax Report Due, Student Count  
Due

October-Audit Completion ready for  
State/Feds, Quarterly Reports Due, Board  
Audit Update at Retreat, Student Count Due

April-On-going Budget Prep, On-going  
Insurance Renewal Prep, Quarterly Reports  
Due, Begin NMS Contract Renewal Review &  
Negotiation

November-Work, Work, Work

May-On-going Budget Prep, Budget  
Committee Forecast Discussion, On-going  
Insurance Renewal Prep, Principal Closeout

December-IRS Taxes Due, ESC Tax Report  
Due, Impact Aid Applications Due, Indirect  
Rate Proposal Due

June-Budget Work Session, Budget Due to  
the Board for Approval, IRS Taxes Due, ESC  
Tax Report Due

# Curriculum





# Iñupiaq Language Program



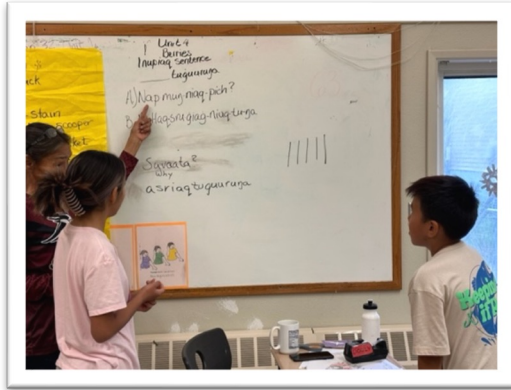
- ✓ Focused on providing Iñupiaq language instruction for students in grades PK-12.
- ✓ Iñupiaq teachers serve as culture bearers to support culturally-affirming activities at each school.
- ✓ Professional Learning Community centered around empowering Iñupiaq instructor's language confidence and classroom strategies.

## 2023-2024 Goals

- ❑ Develop Iñupiatun language and culturally-themed classroom materials and visual aides to support instruction.
- ❑ Contract facilitator for continued Iñupiaq Curriculum Development and coaching on immersion strategies.
- ❑ Collaborate with tribes for locally sponsored cultural activities within each community.



# Place Based Science Curriculum



- ✓ Developed around AK Science Standards to support high school course requirements.
- ✓ Flexible and adaptable to support specific communities' subsistence activities and traditions.
- ✓ Iñupiaq language inclusion throughout the curriculum to connect science and traditional ways of knowing.

## 2023-2024 Goals

- ✓ Vision: Iñupiaq teachers and culture bearers collaborate with science teachers develop culturally-affirming activities that bridges students' learning with their culture.
- ❑ Develop a Professional Learning Community centered around bridging science teachers and Iñupiaq instructor's collaboration.
- ❑ Contract facilitator to support continued Curriculum Development.
- ❑ Collaborate with tribes for locally sponsored cultural activities within each community.



# Safety



- ✓ Alice Training 78 staff complete.
- ✓ CPR Training 120+ staff trained to date.
- ✓ Site supply checks in progress– AED batteries and pads replacement partially completed. Maniilaq will check and replace batteries/pads during village visits.
- ✓ October 2023 Inservice will provide Crisis Prevention Intervention verbal de-escalation techniques to all staff.

## 2023-2024 Goals

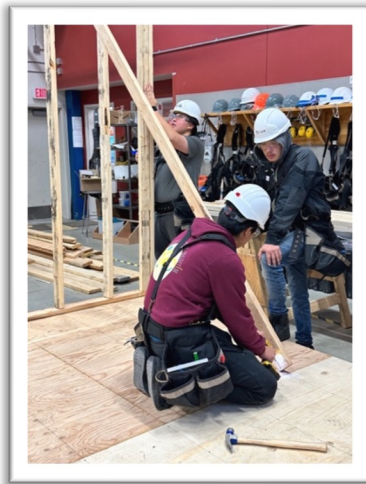
- ❑ Gather all existing and needed data to support a comprehensive safety plan.
- ❑ Understand community safety plans to support integration.
- ❑ Discover traditional safety support and successful programs that demonstrate whole community engagement, i.e., Search and Rescue.

# Career Technical Education

- ✓ Construction Technology, Culinary Arts, and Arctic Resource Management provide culturally relevant learning and trades development opportunities.
- ✓ Courses are focused around strengthening community relationships to provide students practical skills and support local economic growth.
- ✓ Collaboration among Curriculum Department, Principals, Counselors, and CTE teachers fosters student engagement by expanding career exploration opportunities and feedback on student interests.

## 2023-2024 Goals

- ❑ Expand course offerings to incorporate education, business, and aviation tracks.
- ❑ Professional development centered around structuring course offerings to build to dual enrollment and internship opportunities.
- ❑ Provide opportunities for students to join Career Technical Student Organizations (EdRising, T3, and SkillsForce).



# Instructional Staff Support



- ✓ Literacy Staff Development travels quarterly to each village to provide literacy support, distribute books, and support parent engagement nights.
- ✓ PK-12 Staff Development travels once-per-semester to provide curriculum and technology support.
- ✓ Instructional and SPED Paraprofessionals received ECRI training to increase literacy support.

## 2023-2024 Goals

- ❑ Develop office hours schedule to provide timely, remote support to instructional staff.
- ❑ Establish Professional Learning Communities to increase collaboration amongst all staff.
- ❑ Provide timely, curricular program specific professional development.
- ❑ Develop coaching and specific professional development to Instructional Paraprofessionals.

# MTSS

**PREVENTION**  
for all Students

**ENRICHMENT**  
for all Students

**INTERVENTION**  
for all Students



- ✓ AK Reads Act MTSS Plan approved by AK DEED.
- ✓ Established mClass benchmarking system.
- ✓ Instructional and SPED Paraprofessionals received ECRI training to increase literacy support.

## 2023-2024 Goals

- Identify literacy intervention needs of K-3 students.
- Align current programs within MTSS framework.
- Implement structured literacy plan and grade-level pacing guides.
- 80% students move one level of proficiency by end of year 2024.

## Multi-Year (5 years):

- Tier one proficient at grade level for grade 3.



# Human Resources



# Human Resources

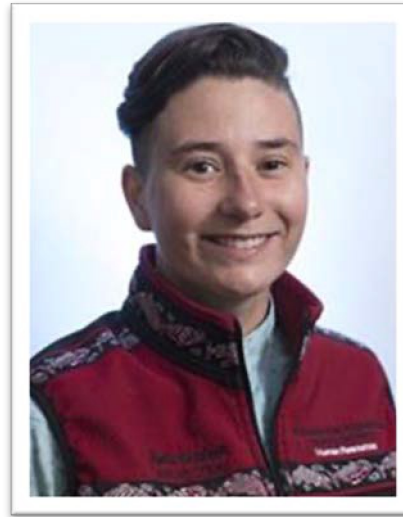
Who is on the team?



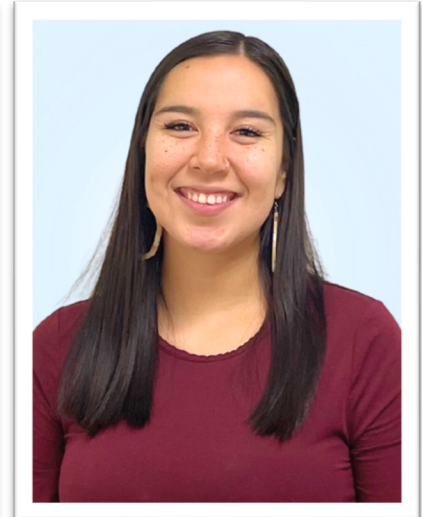
Jeff Alexander  
Director



Kathryn Self  
Assistant Director



Amie Gardner  
Human Resources  
Officer



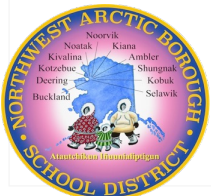
Qutan Lambert  
Human Resources  
Assistant Officer

*Dedicated to recruiting and retaining talented personnel to educate and support all students.*



# Benefits

- Salary
- Retirement
- Leave
- Health & Life Insurance
- Housing (certified)
- Services
  - ✓ Payroll Direct Deposit
  - ✓ Pre-tax health, medical spending and childcare plans
  - ✓ Tax sheltered annuities available



# Surveys & Complaints



- Public Input on Teachers
- Public & Teacher Input on Administrators
- Exit Surveys
- Negotiated Agreement Grievances
- Investigations
- Title IX Gender Equity & Sexual Harassment



# Onboarding and Retention



- Job Descriptions
- Onboarding paperwork
- Orientation
- Code of Conduct
- Mandatory Training
- Teacher Effectiveness
- Employee Evaluations
- Certifications
- Highly Qualified Personnel Requirements
- Student Teacher Pathway
- Negotiations
- Salary Schedules





# Online Recruiting



- Handshake
- LinkedIn
- Better Teams
- ITEACHAMERICA
- ATP



# In Person Recruiting

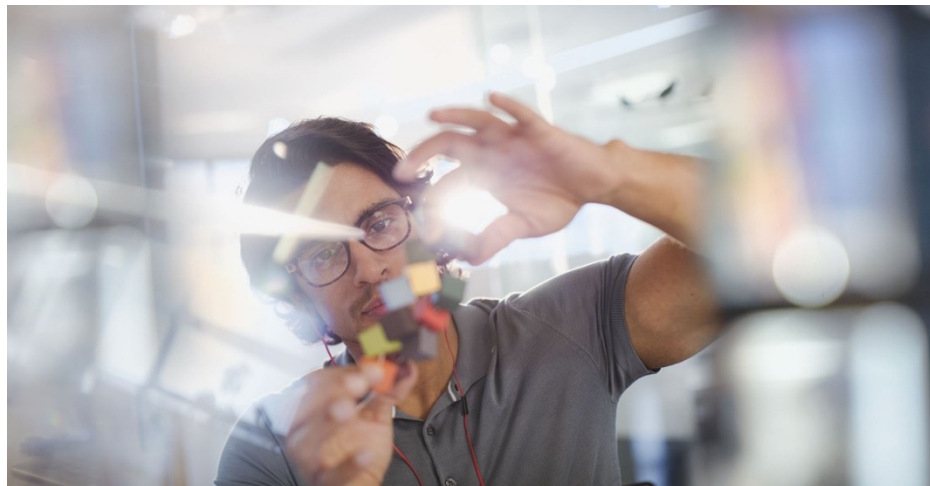


Word of Mouth

Walk-in Candidates

Advertisement Recruits

Family and Friends



# International Recruiting



# VISAs

## Hiring An International Teacher Process



# Two Types of Visas that are being used by the NWABSD

---

J-1 Visa (Outside Agency Sponsored Teachers)

H-1B Visa (School District Sponsored Teachers)



# J-1

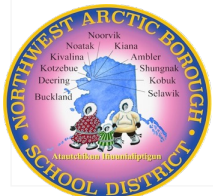
J-1 Visa Teachers are sponsored by non-district agencies. In order for the district to hire them, HR contacts the agency and agrees to write the contract. J-1 teachers are easy to obtain but there are some restrictions as well as some advantages. The major issues:

1. As of FY-24, J-1 teachers can only be hired by larger villages that have easy access to airports and/or hospitals. For our district, we can now only hire J-1 teachers in Kotzebue. If the J-1 teacher was hired prior than for the FY-24 school year, he/she may remain at that location.
2. J-1 teachers must have visas renewed in 3 years and can only work for a period of 5 total years in the USA, They then must return to their country for at least one year.
3. Since the J-1 teachers are sponsored by agencies rather than the district, relocation, reassignment and other issues would need cooperation between the agency and district for changes.
4. Costs and Fees are paid by the sponsors, not the district. The district is responsible for the Contract and Teacher Benefits just like other teachers.



# H-1B

- The School District is responsible for H-1B sponsorship rather than outside agencies.
- A district must get approval to sponsor an H-1B teacher by the government.
- The district must apply for the visas through Immigration Services.
- Since H-1B visas are limited in general, teachers can be granted a little priority by immigration services if the district is affiliated with a university to help sponsor the teachers.
- The NWABSD has an Affiliation with the University of Alaska, Southeast.
- Just as there are restrictions and assets with J-1 teachers, H-1B teachers also have restrictions and assets.



# H-1B Continued

- Teachers can be placed in any location
- Teachers can renew visas in 3 years and can also start applying for green cards and citizenship later
- The District has upfront expenses but recover them through teacher payback
- The District can hire directly or use an Agency to help with requirements



# H-1B Continued (2a)

NWABSD has used an agency to do the following necessary requirements:

- Prescreen and vet candidates (requiring travel to foreign country by the agency)
- Analysis of International Transcripts
- Assure that the candidates are qualified and able to receive certification
- Coordinate travel to the USA
- Provide temporary housing during travel



# H-1B Continued (2b)

- Collect paperwork for Department of Migrant Workers
- Help collect paperwork and assign International Lawyers
- The agency charges the teacher for the service rather than charging the District
- The District can use only 1 agency for the services



# HR finds a good candidate. What now?

HR interviews the candidate that has been recommended, vetted, and prescreened. (In the interview, we pay close attention to see if the person speaks understandable English for children.)

If the candidate is approved by Human Resources, a contract is sent along with the assigned location.



# International Lawyer Assigned

A lot of paperwork is required:

- When all paperwork is signed and approved by the International Lawyer, it is sent to the US Department of Immigration for Visa Approval.
- Once approved, if the teacher is from the Philippines, new paperwork is required and sent to the Department of Migrant Workers (DMW).
- If the teacher is not from the Philippines, he/she does not have to go through the DMW.



# Teacher Paperwork

- Apply for teacher certification (Essential to apply early!)
- Requires Request and Assurance forms from HR
- Mandatory Training Required
- Apply for Social Security immediately upon arrival
- Other paperwork as required by HR, Immigration services, etc.



# Human Resources

HR issues arise when dealing with numerous agencies and people. Some people or agencies are very slow to respond which cause delays in the processing.

The paperwork requirement is immense.

Hopefully, this presentation will help all to understand a little of what happens when an applicant is hired requiring a Visa. The process of hiring teachers through H-1B visas is lengthy, but hopefully in the end, it will be rewarding to all involved.



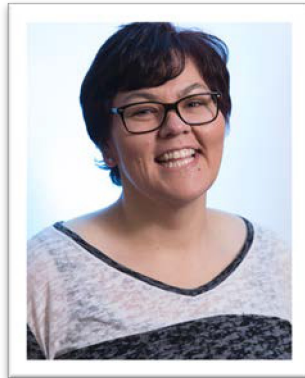
# Property Services



# Kotzebue Property Services Staff



**Brandon Blackham**  
Director



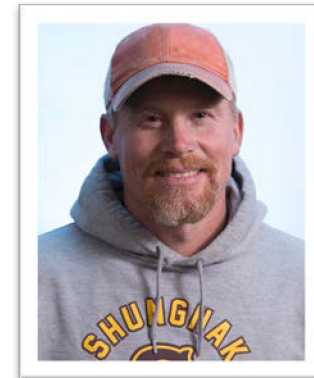
**Kiki Kenworthy**  
Office Manager



**George Cowart**  
Preventative  
Maintenance Manager



**Troy Humphreys**  
Plumber



**Brandon Blackham**  
Electrician

**Vernon Nelson**  
Carpenter/Painter

**Trestin Tate**  
Mechanic

**Jansen Cowart**  
Temp Carpenter



# Property Services Department

ADMINISTRATION	Brandon Blackham <i>Director Property Services</i>
PLUMBER	Troy Humphreys
PLUMBER	(VACANT)
ELECTRICIAN	(VACANT)
HEATING CONTROLS	(VACANT)
CARPENTER	Vernon Nelson
CARPENTER	(Temp) Jansen Cowart
MECHANIC	Trestin Tate
MECHANIC	(VACANT)
MAINTENANCE OTZ	(VACANT)
OFFICE MANAGER	Kiki Kenworthy Davis
MAINTENANCE SPECIALIST / DATA ENTRY	(VACANT)
MAIL PERSON	(Temp) Christian Short



# Department Organization

## Property Services

### **Kotzebue Crew Size:**

- ✓ 1-Director,
- ✓ 0-Electrician,
- ✓ 1-Plumber,
- ✓ 1-Mechanic,
- ✓ 2-Carpenters,
- ✓ 1-Office Manager,
- ✓ 1 Preventative Maintenance Manager
- ✓ 0-Heating Controls Technician.

### **Site Maintenance → Building Plant Operator (BPO):**

- ✓ Each site has one Building Plant Operator (BPO).
- ✓ Hired by the Director of Property Services and Supervised by the site Principal.

### **Site Custodians:**

- ✓ The number varies per site based on school size
- ✓ Hired and supervised by NANA Management Services

# Department Organization

## Property Services

### Responsible for maintaining & operating:

- 13 Schools → 810,824 square feet
- 2 → 40-bed Dormitories
- 13 Fuel Farms
  - ✓ 911,000-gallon total capacity
- 12 Back-up generators
- 119 Housing Units
- 60 Air Handling Units
- 84 Boilers
- 46 Toyotomi Heaters



AMBLER



BUCKLAND



DEERING



KIANA



KIVALINA



KOBUK



JUNE NELSON  
ELEMENTARY



KOTZEBUE  
MIDDLE/HIGH



NOATAK



NOORVIK



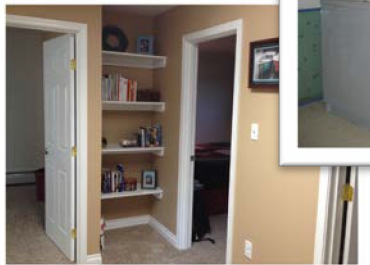
SELAWIK



SHUNGNAC



ALASKA  
TECHNICAL  
CENTER



# Inspections

## Property Services



### State Fire Marshall

- ✓ The Director of Property Service travels with the Fire Marshall and conducts an inspection accompanied by the site principal.
- ✓ A copy of the inspection report is given to the site principal.

### Coast Guard

- ✓ Yearly, the inspections are conducted on the fuel oil fill lines leading from the river to the tank farm.
- ✓ The Property Service department receives the report and is responsible for correcting any deficiencies.

### Fire Alarm Inspections

- ✓ Fire alarm inspection and repairs are conducted each year by a contractor.

### Fire Sprinkler System Inspections

- ✓ Annual inspection are performed by a contractor.
- ✓ Currently all sites have sprinkler systems except for Kivalina.

### Fire Extinguisher Inspection

- ✓ Inspections are performed annually by a contractor for all handheld extinguishers and kitchen hood suppression systems.

### State Health & Safety (AK. State Environmental Conservation Office)

- ✓ Annual inspection for each site.
- ✓ The inspection covers kitchen use and building safety.



# Facility Security

## Property Services



All schools are outfitted with video surveillance systems that are triggered by motion.



# Vehicle Use

## District Motor Pool

- ✓ 13 Four wheelers,
- ✓ 35 Mini-vans, Pickups, SUVs, and Passenger vans,
- ✓ 9 Snow machines
- ✓ 2 School Buses.

## Vehicle Assignment

- ✓ In Kotzebue vehicles are assigned by the Superintendent



# Needs

## Fire System Repair Needed

- Selawik (Needs New Panel And Equipment)
- Shungnak (Fire Suppression System Inoperable)
- Noorvik (We Purchased The Parts Last Year For This)

## Heating Control Systems Down That Need Replaced

(Dena Strait currently working on a grant to see if the NWABSD qualifies)

- No Control – Deering, Noorvik, Selawik, Shungnak, Noatak, Kotzebue, ATC, ATC Dorm, District Office.
- Some Control – Kiana,
- Limited Control – Ambler

## Property Services Problem Areas

- District office service needs to be brought up to code compliancy
- Selawik sewage lift stations need to be upgraded to new pumps and controls
- Ambler principal house electrical issues (part of the house is not working)
- Noatak housing needs to be remodeled
- Buckland housing remodel and new duplex
- Ambler mini van not in operation (2 yrs. now)
- Noatak mini van no windows or front windshield
- Kiana mini van no front windshield
- District office cars (2 cars can't be fixed)
- Noorvik house being remodeled as of 9/18
- ATC heat exchanger serves heat to the building (needs to be replaced)
- ATC adult dorm apartment sewer line needs replaced (wont drain)

# FOUR-WHEELER & SNOW MACHINE REPLACEMENT SCHEDULE

## Revised August 6, 2022

	<u>Four Wheeler</u>	<u>Replace</u>	<u>Snow Machine</u>	<u>Replace</u>
Ambler	2017 Yamaha Kodiak 700	FY23	2018 Ski-Doo Tundra 550	FY23
Buckland	2018 Yamaha Kodiak 450	FY24	None	
Deering	2018 Yamaha Kodiak 450	FY24	2018 Ski-Doo Tundra 550	FY23
Kiana	2014 Yamaha Grizzly 350	FY20	None	
Kivalina	2017 Yamaha Kodiak 700 2017 Yamaha Kodiak 700	FY22 FY23	2018 Ski-Doo Tundra 550	FY23
Kobuk	2006 Honda Rancher 350 2019 Yamaha Kodiak 450	No FY28	2011 Yamaha Bravo 2012 Yamaha Bravo	As Needed As Needed
Noatak	2014 Yamaha Grizzly 350	FY21	2018 Ski-Doo Tundra 550	FY23
Noorvik	2017 Yamaha Grizzly 700	FY23	None	
Selawik	2017 Yamaha Kodiak 450 2018 Yamaha Kodiak 450	FY23 FY27	2018 Ski-Doo Tundra 550 2018 Ski-Doo Tundra 550	FY23 FY23
Shungnak	2017 Yamaha Kodiak 700	FY23	2018 Ski-Doo Tundra 550	FY23

\*Four Wheelers replaced on a 6-year cycle and Snow Machines replaced on a 5-year cycle.

# State & Federal Programs



# State & Federal Programs



Joy Cogburn-Smith  
Director



Loretta Kittrell  
Migrant Education Coordinator  
Administrative Assistant



Scott Martin  
Program & Staff  
Development Specialist



# Department Responsibilities

- Grants
  - ✓ Applications
  - ✓ Reporting
  - ✓ Compliance
  - ✓ Budget Development
  - ✓ Purchasing
- Supervision of Grant Activities
- School Improvement Plan Development Support and Monitoring
- Migrant Education Recruiting Activities
- Migrant Extended School Programs/Summer School Programs
- PAC/Tribal Consultation for Grant Development Requirements
- ANSEP Planning and Organization



# State & Federal Grants 23-24

Grant Budget			
<b>Totals for FY23</b> <b>\$16,642,294.55</b>	Title Grants/State Pass-Through	<b>34%</b>	\$ 5,716,028.88
	Federal Grants	<b>22%</b>	\$ 3,628,256.92
	School Improvement Grant (SIG)	<b>2%</b>	\$ 367,550.00
	ESSER Funding	<b>28%</b>	\$ 4,702,962.93
	ATC	<b>9%</b>	\$ 1,560,055.82
	Other	<b>4%</b>	\$ 667,440.00

Grant Name	Category	amount
Title I Basic	Title Grants/State Pass-Through	\$ 1,953,312.27
Title I-C Migrant	Title Grants/State Pass-Through	\$ 1,900,039.41
Title II-A Professional Development	Title Grants/State Pass-Through	\$ 408,334.18
Title IV Student Support & Academic Enrichment	Title Grants/State Pass-Through	\$ 248,947.35
AK Literacy	Title Grants/State Pass-Through	\$ 483,270.34
Early Learning	Title Grants/State Pass-Through	\$ 545,454.35
Carl Perkins	Title Grants/State Pass-Through	\$ 114,269.00
Covid Decretionary (CTE)	Title Grants/State Pass-Through	\$ 20,385.98
Safety & Well Being	Title Grants/State Pass-Through	\$ 18,000.00
Homeless (ARP-Homeless)	Title Grants/State Pass-Through	\$ 8,516.00
Migrant Supplemental (Literacy)	Title Grants/State Pass-Through	\$ 15,500.00
ESSER II Coronavirus Response and Relief Supplemental Appropriations (CRRSA)	ESSER Funding	\$ 21,499.99
ESSER III American Rescue Plan (ARP)	ESSER Funding	\$ 4,681,462.94
Rural & Low Income School Program (RLIS)	Federal Grants	\$ 73,431.04
Title VI Indian Education	Federal Grants	\$ 719,570.00
Johnson O'Malley	Federal Grants	\$ 281,297.21
School Improvement (All Schools)	School Improvement Grant (SIG)	\$ 367,550.00
Quality School	Other State of AK Education DEED	\$ 108,000.00
Native Youth In Action (NYIA)	Federal Grants	\$ 684,732.38
Literacy Connections (LIT)	Federal Grants	\$ 1,332,344.52
Positive Vision for the Furture (OYVF)	Federal Grants	\$ 536,881.77
Alaska Technical Vocational Education Program (TVEP)	ATC State of AK, Dept of Labor	\$ 1,252,700.00
Alaska Construction Academy (ACA)	ATC State of AK, Dept of Labor	\$ 153,385.00
Alaska Adult Education (AAE/GED)	ATC State of AK, Dept of Labor	\$ 153,970.82
STAR of the Northwest Magnet School Dorm	Other State of AK Educaution DEED (estimated)	\$ 559,440.00
		<b>\$ 16,642,294.55</b>

# FY22-FY24

ARPA- \$9,696,937

Fund 252--Funds Expire September 30th, 2024

Positions		FY22 BUDGET	FY23 BUDGET	FY24 BUDGET	ARPA JUSTIFICATION
5	Counselors		\$ 314,689.98	\$ 254,000.00	2.5 Counselors for FY24
	Control Acct Benefits		\$ 124,565.50	\$ 102,500.00	
	COVID EDC		\$ 17,678.11	\$ 29,000.00	Extra Duty for Admin Safe & Civil Attendance, Inservice New Teacher Support
	CTE Teachers (7)		\$ 343,465.94	\$ 775,000.00	8.5 CTE Teachers
	Control Acct Benefits		\$ 147,144.72	\$ 349,057.10	
	Classified Support		\$ 5,243.88		
	Total		\$ 952,788.13	\$ 1,509,557.10	
Expenses					
	Classified COVID Stipend	\$ 208,250.00		\$ -	Per agreement \$1750 paid to FY 20 bargaining unit members continuously employed through the date of ratification and who remained on-site and provided necessary job-related support in district buildings as mandated by pandemic circumstances (119) Actual Costs
		\$ 7,470.00	\$ -	\$ -	Benefits for COVID Stipend
	Staff Travel	\$ -		\$ 57,750.00	Safe & Civil Schools 45 Staff members travel and registrations
	COVID Leave (Certified &	\$ 387,552.94	\$ -	\$ 182,500.00	FY24 Inservice Costs
		\$ 603,272.94	\$ -	\$ 240,250.00	
	Supplies, Materials, Media	\$ 27,508.61	\$ 128,330.12	\$ 119,400.00	FY23 1 Year subscription for ALEKs program to address learning loss, Mastery Connect for Canvas, and Curriculum Replacement costs for FY22 and 24, learning loss supplemental
		\$ 717,655.09		\$ 975,000.00	ELA Adoption FY22 Math Adoption FY24
		\$ 75,770.12	\$ -	\$ -	FY22 Physical Science, FY23 Biology, FY24 Environmental Science (moved to Title 1)
		\$ 36,215.21		\$ 326,000.00	General COVID Supplies and additional cleaning costs, snow fencing for KVL, Safety Supplies included new magnet locks, lockdown buckets, emergency water, AEDs, first aide
		\$ 287,216.94	\$ 259,783.19	\$ 143,000.00	Replacement Laptops, Smart Boards for educational technology, Gaggle, and Other supplies as needed for continuity of services MS Replacement Laptop Costs (FY23) (partial costs)
	Total Supplies	\$ 1,144,365.97	\$ 388,113.31	\$ 1,563,400.00	
	Food Service	\$ 544,502.80	\$ -	\$ 1,000,000.00	Additional Food Service Costs
	Construction & Equipment	\$ 987,770.00			JNES Window Replacement, June Nelson Roof Replacement,
		\$ 65,030.00	\$ -	\$ 30,000.00	Support for Accent Reduction
		\$ 118,000.00		\$ 59,000.00	E-Rate Consultant Costs Emergency Connectivity Fund
		\$ -	\$ 41,687.00	\$ 86,000.00	Drivers ED Vehicle, Cargo vehicle
		\$ 1,715,302.80	\$ -	\$ 1,175,000.00	
	Indirect Reimb	\$ 123,399.26	\$ 54,842.86	\$ 191,530.84	
					\$ 9,696,937.00
	Program Total	\$ 3,579,767.76	\$ 1,437,431.30	\$ 4,679,737.94	\$ -

# Student Services



# Student Services Personnel

## **Administration**

- Perrian Windhausen: Student Services Director
- Dr. Malcolm : Student Services Assistant Director
- Byrd Carter: Student Services Secretary

## **Data and Assessment**

- Robin Gage and David R. Smith

## **Special Education**

- Frances Gage: Special Education Compliance Coordinator and Emily Davis, Angela Eisel, Eddie Williams : Itinerant Special Education

## **Counselors & Deans**

Six Counselors/Deans with two vacant positions

## **Infant Learning Program (ELF)**

- Tracey Schaeffer, Wanda (Nauyaq) Baltazar and Maureen Nolan

## **Youth Leader Coordinator**

- Andrea Zink

# Student Services: Data and Assessment



- State Assessment Testing and MAPs Progress Monitoring
- Student Information Services (PowerSchool)
- Student Data/Records/Transcripts
- Immunizations & Attendance Records
- Report Card to the Public
- Online Alaska School Information System (OASIS)
  - ✓ 20-day count
  - ✓ Summer
  - ✓ Special Education Summer Supplemental Report
- Supports Grant Reporting
- Supports training & collection for academic progress





Angela Eisel

# Student Services: Special Education

- Identify children with disabilities impacting their education.
- Funded by Special Education Grant and General Fund that is supported by specialized funding
- Includes: Special Education Specialists: Physical Therapist, Occupational Therapist, Speech Pathologist, Behavior Specialist, Vision Specialist, School Psychologists, Autism Specialist



# Special Education NWABSD

## Special Education Child Count

- **Cognitive Impairments = 19**
- **Hearing Impaired = 9**
- **Speech/Language Impairments = 34**
- **Visual Impairments = 4**
- **Emotional Disturbance = 5**
- **Orthopedic Impediments = ~**
- **Other Health Impaired = 17**
- **Specific Learning Disabilities = 101**
- **Deaf-Blindness = ~**
- **Multiple Disabilities = 6**
- **Autism = 7**
- **Traumatic Brain Injury ~**
- **Developmental Delays = 35**

**Total = 239**



# School Counselor/Dean of Students

- Academics: Scheduling and Advisement
- Career: Post Graduation Pathway
- Social/Emotional:
  - ✓ How to deal with someone you don't like /social skills
  - ✓ Identifying feeling and skills that lead to greater function at school
  - ✓ Counseling



Dr. Ronald Malcolm  
Assistant Director of Student Services

## Counselors/Deans

Sable Marandi: Itinerant Counselor  
Janeil Stewart, Dean: Kiana/Noorvik  
Charles Esmailka, Dean: Buckland/Deering  
Shirley Dukes, Counselor: KMS/JNES  
Mellissia Troyer, Dean: KMHS  
Chelsey Goodwin, Dean: Selawik  
Vacant: Noatak/Kivalina  
Vacant: Ambler/Shungnak/Kobuk

# Early Learning and Families



Infant Learning Program: Early Learning and Families (ELF) is the Northwest Arctic Region's infant learning program that serves children birth to 3 years old.

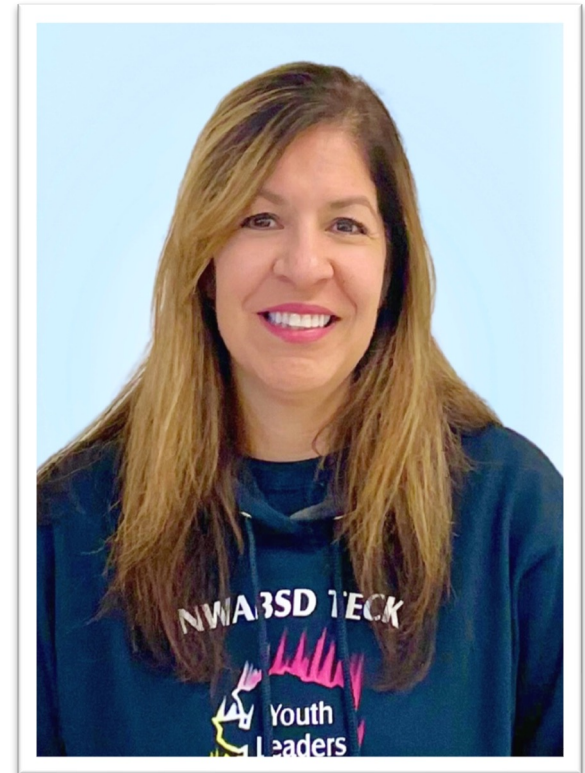
- Screen and identify children with developmental delays
- Assist families in meeting goals for their children with delays
  - ✓ As determined by state and federal requirements
  - ✓ Funded by Health/Social Services grant and Medicaid.

# Youth Leaders

Andrea Zink: Coordinator

The Northwest Arctic Borough  
School District Youth Leaders:  
Funding provided by Red Dog  
Mine/Teck Alaska

2023-24 school year: There are  
72 Youth Leaders from around  
the region



# Technology



# Technology Team



**Paul Wood**  
*Assistant Director*

Network  
Administrator  
Senior Technician  
Manager of Field  
Technicians  
District Voice  
Data Network  
VTC Network  
(Selawik)



**Conor McCoy**  
*Technology  
Coordinator*

Educational  
Technology  
Professional  
Development  
Website  
Social Media  
Canvas  
SmartBoards  
Digital Citizenship



**Kwang "Ken" Hong**  
*Computer Field  
Technician*

ATC  
JNES  
Noorvik  
Kiana  
Selawik



**Chris Walker**  
*Computer Field  
Technician*

Shungnak  
Kobuk  
Ambler  
Deering  
Buckland



**John Miner**  
*Computer Field  
Technician*

KMHS  
Kivalina  
Noatak



# Technology

- VTC (Video Teleconferencing for Distance Learning)
- 250 Interactive Ultra-HD SMARTBoards in ALL Classrooms
- 250 Apple TV for wirelessly connecting to SMARTBoards
- 1:1 Student Devices
  - ✓ 689 iPads → K-2<sup>nd</sup> Grade
  - ✓ 335 iPads with Keyboards → 3-4<sup>th</sup> Grade
  - ✓ 1140 13" MacBook Airs 5-12<sup>th</sup> Grade
  - ✓ 20 13" MacBook Airs – ATC Adult Students
- 247 iPads for all instructional staff → Aides, Teachers, Principals
- 565 Laptops or desktops for all teachers, principals, and various other positions

# Broadband

Technology



## Schools:

### Satellite:

1. Ambler – 25 Mbps
2. Kobuk – 25 Mbps
3. Deering – 25 Mbps
4. Shungnak – 25 Mbps
5. Kivalina – 25 Mbps

### Microwave/Terra:

1. Selawik – 25 Mbps
2. Kiana – 25 Mbps
3. Buckland – 25 Mbps
4. Noorvik – 25 Mbps
5. Noatak – 25 Mbps

### Fiber – 180Mbps shared

1. KMHS – 25 Mbps
2. JNES – 25 Mbps
3. ATC – 25 Mbps
4. STAR Dorms – 5 Mbps
5. District Office – 100 Mbps

## Student & Staff Households via the Emergency Connectivity Fund:

### Villages Households:

OTZ Telephone

- ✓ 10 Mbps
- ✓ Unlimited Data
- ✓ Low Orbiting Satellite

### Kotzebue Households:

GCI

- ✓ 2Gbps
- ✓ Unlimited Data
- ✓ Fiber



# Broadband Costs Over Time

Location	2014-15	2015-16	2016-17	2017-18 <sup>a</sup>	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	DIFFERENCE FROM FY23 to FY24
Ambler	7/3* → 10/4	15/5	15/5	15/4	15/4	15/4	25/4	25/4	25/4	25/10	Increase Upload Speed and Reconfigure WAN
Buckland	7/3 → 10/4	15/5	15/5	20	20	20	25	25	25	25	Increase Quality of Service and Reconfigure WAN
Deering	7/3 → 10/4	15/5	15/5	15/4	10/4	10/4	25/4	25/4	25/4	25/10	Increase Upload Speed and Reconfigure WAN
Kiana	7/3 → 10/4	15/5	15/5	15	15	15	25	25	25	25	Increase Quality of Service and Reconfigure WAN
Kivalina	7/3 → 10/4	15/5	15/5	15/4	15/4	15/4	25/4	25/4	25/4	25/10	Increase Upload Speed and Reconfigure WAN
Kobuk	7/3 → 10/4	15/5	15/5	15/4	10/4	10/4	25/4	25/4	25/4	25/10	Increase Upload Speed and Reconfigure WAN
Noatak	7/3 → 10/4	15/5	15/5	20	20	20	25	25	25	25	Increase Quality of Service and Reconfigure WAN
Noorvik	7/3 → 10/4	15/5	15/5	20	20	20	25	25	25	25	Increase Quality of Service and Reconfigure WAN
Selawik	7/3 → 10/4	15/5	15/5	25	25	25	25	25	25	25	Increase Quality of Service and Reconfigure WAN
Shungnak	7/3 → 10/4	15/5	15/5	15/4	15/4	15/4	25/4	25/4	25/4	25/10	Increase Upload Speed and Reconfigure WAN
District Office	5	15/5	15/5	20	60	60	60	100	100	100	No Changes
KMHS	5 → 10	15/5	15/5	10	10	10	25	25	25	25	No Changes
JNES	NA	NA	NA	10	10	10	25	25	25	25	No Changes
ATC	3	15/5	15/5	5	10	10	10	10	25	25	No Changes
STAR Dorm	NA	NA	NA	NA	5	5	5	5	5	5	No Changes
<b>Cost of Service</b>	\$5,099,210.05	\$5,166,180.00	\$5,163,480.00	\$6,303,870.00	\$5,930,532.00	\$5,930,532.00	\$7,623,192.00	\$8,104,272.00	\$8,285,448.00	\$8,005,800.00	<b>(\$279,648.00)</b>
<b>E-Rate Revenue</b>	\$4,034,271.60	\$4,649,562.00	\$4,647,132.00	\$5,673,482.82	\$5,337,478.80	\$5,337,478.80	\$6,860,872.80	\$7,293,844.80	\$7,456,903.20	\$7,205,220.00	<b>(\$251,683.20)</b>
<b>BAG Revenue</b>	\$408,014.89	\$56,846.00	\$58,130.00	\$44,024.00	NA	NA	\$169,266.80	\$169,266.00	\$187,384.00	\$266,285.33	\$78,901.33
<b>District General Funds Cost</b>	\$656,923.56	\$459,772.00	\$458,218.00	\$586,363.18	\$593,053.20	\$593,053.20	\$593,052.40	\$641,161.20	\$641,160.80	\$534,294.67	<b>(\$106,866.13)</b>



# Technology Refresh:

	Jan-Jul 2022	Aug-Dec 2022	Jan-Jul 2023	Aug-Dec 2023	Jan-Jul 2024	Aug-Dec 2024
High School Laptops	Refresh 2020					Refresh Fleet 2025
5-8 School Laptops	Refresh Fleet S2018 Purchase Cases		Refresh Fleet 2023			
SMARTBoards	Purchased 2014/2015; Warranty expired 6/30/20	10 Annually		10 Annually		10 Annually
Secretary, Principal, DO iMacs	Principals – purchased 8/2017; Secretary and DO iMac Refresh		Principal iMac Refresh	Complete DO iMac Refresh		
K-4 iPads (PK-4)	Refresh Fleet 2021; Refresh Apps				Refresh Apps 2024	Refresh Fleet 2026
Staff iPads	Fleet Purchased 8/2020					Refresh Fleet 2025
Staff Laptops	Refresh Fleet 2021					Refresh Fleet 2026
Computer Labs	ATC – partial update (5yr.)		ATC – partial update (5yr.)		ATC – partial update (5yr.)	
Network Infrastructure (Switches, Wireless)			402 Rack Replacement	Split OTZ Circuits Switches	C2 Install Wifi-6 APs in schools WLK, IAN, ORV	C2 Install Wifi-6 APs in schools BKC, DRG, OTZ
Meraki Refresh		3yr. License Renewal				License Renewal 12/2025
Mitel Phone System		Partial Phone Refresh				
VTC	RUS Award 2020; Complete install of RUS awarded Infrastructure			RUS; Refresh Polycom 2023		
Servers	Refresh ABL/WTK/ORV	Refresh SHG	Refresh WLK			DO Server refresh 2027;
Windows Infrastructure			Windows 2019 Server Upgrade			

# Quyaana!

Thank you!



## NWABSD 2023-24 Program Responsibilities

**Terri Walker, Superintendent**  
**Shayne Schaeffer, Executive Secretary**  
**Student Activities: Brett Slaathaug**

NWABSD Board of Education, Curriculum/Instruction, Special Programs, State/Federal Programs; Instructional Technology & Information Services, Human Resources, Administrative Services, Property Services, Alaska Technical Center, Principals, Strategic Plan, Inter-Agency Program Collaboration, Communications, District Improvement Plan, Board Policies, Student Suspensions and Capital Projects  
*Capital Projects Manager-Consultant: Kathy Christy*

**Tracy Bell**  
**Director of Curriculum/Instruction**  
**Assistant Director: Paulisa Scarlett**

PreK-12 Curriculum & Instruction, Professional Development, Graduate Follow-up, Post-Secondary Collaboration, Inservice Evaluations, Classroom Schedules, Tech Prep, Chukchi Campus – UAF, Dual Credit, VTC Course Schedule, Early Learning Grant, Bridging the Gap Grant, Carl D. Perkins Federal Grant, Inupiaq Programs, Career Tech Education (CTE)  
Secondary 9-12 Career and Technical Ed. Career Exploratory 6-8 Education, Career, Awareness K-5 Education, School & Industry Workforce Development, Partnerships  
*MTSS: Kimberly Addington*  
*Science Curriculum Development: Zonda Martin*  
*Literacy: Kristen Woodie*

**Brandon Blackham**  
**Director of Property Services**  
**Office Manager: Kiki Kenworthy**

School Facility Maintenance/Repair, Teacher Housing, Maintenance/Repair, Deferred Maintenance/Repair, Fuel, Inventory/Purchase, Custodial Supply Inventory/Purchase, Maintenance Supply, Inventory/Supply, Vehicles, Federal & State Inspection/Compliance, Summer Site Supervision, Computerized Maintenance Program, & Security, and Utilities

*Plumber: Troy Humphreys*  
*NMS Supervisor: Chris Moschella*

**Perrian Windhausen**  
**Director of Special Programs**  
**Assistant Director: Dr. Ronald Malcolm**  
**Secretary: Byrd Carter**

Pre-K-12 Special Education, Immunizations, Itinerant SPED Services, Extended School Year Services, Child Find, 504 Plans, Counseling/Counselors, Youth Leaders, Attendance, Assessment Testing, Progress Monitoring, Student Data/Records/Stats, Assessment Staff Development, Graduate Transcripts, Report Card to the Public, Limited English Proficiency, Gifted/Talented, Work Keys Assessment, Student Information Services (PowerSchool), Student Data/Records/Stats, Alaska Career Info System Administration, & Student Online Portfolio, Child Abuse Reporting, Student Accident Reports

*Assessment Coordinator: Robin Gage*  
*Infant Learning Assistant: Maureen Nolan*  
*Infant Learning Coordinator: Wanda Baltazar*  
*Occupational Therapist: Tracey Schaeffer*  
*Compliance Coordinator: Francis Gage*  
*SpEd Liaison/Teacher: Emily Davis*  
*SpEd Liaison/Teacher: Angela Eisel*  
*SpEd Liaison/Teacher: Eddie Williams*  
*Student Records: David Smith*  
*Youth Leaders Coordinator: Andrea Zink*

**Jeffery Alexander**  
**Director of Human Resources**  
**Assistant Director: Kathryn Self**

Health Insurance, Worker's Comp., PERS/TRS, Position Vacancies, Recruiting, NAEA/NAESPA, Disciplinary Actions, Grievances, Negotiations, Extra-Duty Contracts, Certification, Highly Qualified Staffing, Maintenance, Unemployment Claims, Student Accidents, Teacher Housing, Staff Evaluations, Mandatory Training, & Drug/Alcohol Testing, Title IX Coordinator, Sex/Gender Equity Contact

*HR Officer: Qutan Lambert*  
*Assistant HR Officer: Amie Gardner*

**Amy Eakin**  
**Director of Instructional Technology & Information Services**  
**Assistant Director: Paul Wood**

Pre-K-12 Instructional Technology, Technology Staff Development, Technology Plan & Policies, eRate, Inter-agency Technology Collaboration, Technology Grant Funds, Digital Citizenship, Computer Installation/Maintenance, Resource Technology Leaders, Network, Telecommunications, Video Teleconference (VTC), & Technology Purchases

*Computer Field Technician: Kwang "Ken" Hong*  
*Computer Field Technician: Christopher Walker*  
*Computer Field Technician: John Miner*  
*Technology Coordinator: Conor McCoy*

**Joy Cogburn**  
**Director of State & Federal Grants**  
**Admin Assistant: Loretta Kittrell**

ESSA Grant Funding:  
Application, reports and compliance issues, Site Improvement Plans, School Climate, Safety and Academic Services Grant  
Indian Education Grant  
Migrant Education recruiting activities  
Grant Budget development and revisions  
Supervision of grant fund applications, activities and records  
Extended School Programs/Summer School Programs  
PAC/tribal consultation  
Emergency Preparedness  
Star of the Northwest Magnet School, & Drivers Education

*Program/Development Specialist: Scott Martin*

**Megan Williams**  
**Director of Administrative Services**  
**Assistant Director: Deborah Walker**

Budget Coordination  
General Fund and Grant Accounting  
Federal, State & Local Financial Reporting  
Administrative Technology, Internal Audit, Payroll & Employee Benefits, Purchasing, Accounts Payable & Receivable, & Food Service

*Accountant II: Kim Rotman*  
*Accounts Payable: Lois Booth*  
*Accounting Tech: Amanda Kenworthy*  
*Food Service: Amber Colvin*  
*NMS Food Service: Linda McDermott*  
*Payroll Officer: Clara Henry*  
*Payroll Officer-Assistant: Delia Shuster*  
*Purchasing Agent: Brad Eisel*

**Karl Kowlaski**  
**Director of Alaska Technical Center**  
**Assistant Director: Ivy Shelton**  
Industry Liaison  
General Education Development (GED)  
Statewide Adult Vocational Training: business, management, marketing and related support service; construction trades; health professions and related programs, mechanics and repair technologies; & transportation and materials moving  
*Health Occupations: Jay Panlilio*  
*Process Technology: Merle Green*  
*Registrar: Lori Jorgensen*  
*Construction Trades Instructor: Charles Keeter*  
*Career Technical Education/Readistart: Clay Beck*  
*Culinary Arts Instructor: Alejandro Vargas*  
*GED Instructor: China Kantner*  
*Recruiter/ Administrator: Eugene Wilkerson*  
*Registrar: Lori Jorgensen*  
*ATC/STAR Student Adviser: Matt Cooper*



# NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT



## Inuunialiptigun Atautchikun

Margaret Hansen, School Board President  
Terri Walker, Superintendent  
Box 51 • Kotzebue, AK 99752  
907.442.1802  
twalker@nwarctic.org

*Serving the communities of:*  
Ambler • Buckland • Deering • Kiana • Kivalina • Kobuk  
Kotzebue • Noatak • Noorvik • Selawik • Shungnak

**2032 Students**

**92% Alaska Native**

**100% Free & Reduced Lunch**

**360 Migrant**

**242 Special Needs**

**368 Employees**

**205 Certified**

**163 Classified**

**39,000 Sq. Mi.**

**13 Schools in 11 Villages**

## FY24 Legislative Priorities

### Funding for Alaska's Public Schools

- Investing in our schools through increased funding and resources is an investment in our future.
- Adequate school funding is essential to provide students with a high-quality education, equipping them with the skills and knowledge they need to succeed in an ever-evolving world. By allocating more resources to our schools, we can
  - reduce class sizes
  - hire and retain highly qualified educators
  - provide access to a well-rounded education, including extracurricular activities, advanced courses, and support services
  - update and maintain facilities
  - invest in technology and modern teaching tools
  - provide supportive programs that address the diverse needs of our students

Ultimately, when we prioritize school funding, we empower our students to reach their full potential, strengthen our communities, and build a brighter future for all.

**OUR MISSION:** To provide a learning environment that inspires and challenges students and employees to excel  
**OUR VISION:** To graduate all students with the knowledge, skills, and attitudes necessary for a successful future



# NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT

## Hiring and Retaining Highly Qualified Teachers

Ensuring that we have the necessary funding to hire and retain highly qualified teachers is a critical investment for the future of our communities and the State of Alaska.

- Quality education begins with quality educators
- These dedicated professionals shape the lives of our students and prepare them for the challenges of tomorrow.

By providing the financial resources needed to attract and retain the best teachers, we not only enhance the learning experience for our students but also strengthen our educational system.

Well-compensated and highly motivated educators are more likely to stay in the profession, leading to a stable and experienced teaching workforce. This will create an excellent educational experience that benefits students, schools, and the broader community.

As legislators, your support for funding to hire and retain highly qualified teachers is an investment in our children's futures, and it's an investment we wholeheartedly endorse and appreciate.

## Broadband Capacity and Affordability

Students cannot achieve excellence in education without adequate and affordable internet access in their schools and homes.

The equity implications of unequal access to internet and broadband capacity have been brought into sharper focus as schools have been awarded high dollar Emergency Connectivity Fund monies. This fund provides access to reliable internet and adequate broadband capacity to connect student homes only until December 2023. After this point, rural homes will once again be unable to afford internet the more than \$1,700/month cost in their homes.

Schools have also been throttled well below the 2014 FCC goals for internet with a School Broadband Assistance Grant (BAG) that only funds 25Mbps per school instead.

In addition, schools are working to create safer environments online and protect all student and staff data with cybersecurity plans and policies. School districts need a sustainable source of funding to implement and plan for future broadband use. E-Rate needs to continue to fund internet and hardware as well as adding the data protection component of cybersecurity.

In the long term, we urge Alaska's elected leaders to address the existing inequity in broadband capacity and internet access for all Alaska students and families by improving community broadband infrastructure, coordinating funded projects, and lowering families' costs. The School Broadband Assistance Grant (BAG) needs to be increased minimally to allow all schools to get to the 2014 FCC Broadband goals. In addition, E-Rate needs to support cybersecurity costs for all schools.

In the short term, Legislature must quickly address the cost of Cybersecurity for the next E-Rate funding year. The State of Alaska USF (Universal Service Fund) should be reformed to help anchor institutions pay for broadband as other states are doing. Supporting broadband through Alaska USF monies could help to fund the increase School BAG mentioned above.



# NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT

## Capital Funding for Schools

In 2022 the Governor vetoed \$63M of \$100M for School Major Maintenance. This veto meant that none of the NWABSD capital projects (roofs, HVAC, etc.) were funded. In 2023, of \$30 million in funding for school maintenance projects (funding the first eleven projects on the list) the Governor vetoed \$ 10.4 million, leaving funding for only the first five on the maintenance list. Again, the NWABSD missed the cut off for getting any funding for school repairs. Lack of funding for school construction projects further limited funding for school upgrades.

Starting in 1998 the District began the upgrade of every school in the District. Twenty-five years has passed and it is time to continue the renewal of schools as they age. The following are projects prioritized for FY 25 state funding.

**Deering K-12 School (\$43.6 million)** - not only has an exterior envelop and mechanical system that are at the end of their useful life, the school population has grown so that the school is now at 128% over capacity and projected to grow to 169% in five years. Unfortunately, the existing school site has no area available for expansion. In addition, the building is 44 years old. The best solution is a new school on a new site as soon the DOT road to the airport is completed.

**Davis Ramoth K-12 School Renewal in Selawik (\$9.6 Million)**- will replace building components that are beyond their useful life. The fire suppression system which is now so old repair parts are no longer available and fire alarm is no longer automatic. The controls for the heating system on longer function and the heating system is “running wild.” Diligent maintenance over the years has addressed interior conditions but HVAC, DDC and fire protection systems required additional funding.

**Districtwide Fire System Repair and Replacements (\$6 million)** – The fire protection systems at five schools are so out dated repair parts are no longer available and the systems are unreliable.

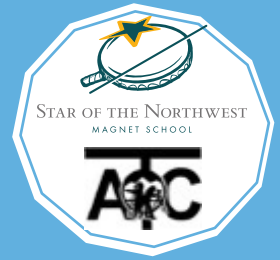
**June Nelson Elementary Roof (\$3.5 million)** - is 20 years past its useful life. The District found other funds for JNES gym roof but additional assistance is needed to replace the roof over the original school to protect the structure below.

**Districtwide DDC Controls (\$9 million)** - New DDC systems are needed throughout the District to maintain and control heat. This will reduce operating and maintenance costs while improving building comfort for occupants.

Know that the District continually seeks other sources of funding to support school capital needs. For example, a Denali Commission grant was received to complete Buckland HVAC upgrades. The initial funding was a pass-through state grant from the Borough.



# NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT Capital Project



## Alaska Technical Center Family Housing

The Alaska Technical Center currently has a 40-bed dormitory located across the street from the ATC training facility. The 10,000 square foot, two-story building has 11 residential rooms on each floor that houses two training participants each.

**ATC has been unable to meet the demand for family housing.** ATC's demographic is no longer the just-out-of-high-school, single, mobile individual willing to share a typical dorm room with a roommate. It is now 30–50-year-old men and women looking to enter or reenter the workforce who require training. The demands of family, the time away, the uncertainty of support while away are all obstacles for individuals wishing to complete training. Families are unable to secure housing due to unavailability and affordability in the local housing market. Lack of adequate housing is an obstacle for individuals who wish to complete training to prepare themselves for the job market to support themselves and their families. Potential trainees are subsequently forced to postpone or cancel scheduled training plans.

**Iñupiaq Values run strong.** Hard Work, Sharing, Love of Children, Family Roles, Responsibility to Tribe, and modern-day Hunter Success, through gainful employment and support of one's family, contribute to the need to keep family units together as adults complete 8-10-12 or 14-week training. This bond and shared experience will keep families together and advance the employability of the residents of our region and the State.

IÑUPIAT	ILITQUSIAT
Ilisimatiq Uqapialigmik	Knowledge of Language
Aatchuqtuutiĥ Avatmun	Sharing
Kamakkuĥiĥ	Respect for Others
Savaqatigiĥyuiĥ	Cooperation
Piqpaksriĥiĥ Iliĥgaanik	Love for Children
Kamakrsriĥiĥ Utuqqanaanik	Respect for Elders
Savvaqtuĥiĥ	Hard Work
Ilisimatiq Iĥagiĥiĥgmik	Knowledge of Family Tree
Paaqsaagatautaiĥiĥ	Avoid Conflict
Kamakrsriĥiĥ Nutim Iñiĥtanik	Respect for Nature
Kanĥiqsimauraatĥiĥ Irrutchikun	Spirituality
Quvianniuhikun Tĥipsisaagiĥiĥ	Humor
Anjunialguĥiĥ	Hunter Success
Anayuuqaaĥiĥ Savaakrsanjĥ	Family Roles
Kĥinuniĥmi Suragatlasiañiĥiĥ	Domestic Skills
Atĥiksuatĥiĥ	Humility
Iñuuniaqatĥiĥ Iĥayutĥiĥiĥ	Responsibility to Tribe

## NURSING, PROCESS TECH, EDUCATION, CONSTRUCTION TRADES & CULINARY ARTS

