



**North Slope Borough School District Board of Education
Archie K. Brower Conference Room, Central Office
Utqiagvik, AK**

**Unapproved Minutes
Regular Meeting
December 12, 2022
1:00 p.m.**

CALL TO ORDER AND MOMENT OF SILENCE: Robyn Burke, Board President, called the Board of Education Regular Meeting to order at 1:01 p.m. at the Archie K. Brower Conference room and over ZOOM Video Communications in Central Office in Utqiagvik, Alaska.

WORDS OF WISDOM: Board member Madeline Hickman provided words of wisdom to the Board of Education.

FLAG SALUTE: The Pledge of Allegiance was led by the Board of Education.

ROLL CALL:

Nora Jane Burns – Present
Madeline Hickman – Present
Frieda Nageak – Present
Qaiyaan Harcharek – Present

Charles Brower – Present via teleconference
Robyn Burke- Present
Nancy Rock – Present
Student Representative: Magdelina Stringer – Present

APPROVAL OF AGENDA: Charles Brower MOVED to APPROVE the agenda. Frieda Nageak SECONDED the motion. Question called for UNANIMOUS CONSENT. No objections. The motion carried UNANIMOUSLY.

APPROVAL OF CONSENT AGENDA: Charles Brower MOVED to APPROVE the Consent Agenda as presented. Madeline Hickman SECONDED the motion. Question called for UNANIMOUS CONSENT. No objections. The motion carried UNANIMOUSLY.

RECOGNITION OF VISITORS: District staff and community members were recognized as present.

HIGHLIGHTED SCHOOL REPORT, KALI SCHOOL is presented by Principal Cindy Granatir. The report consisted of: student enrollment, student council activities involving the community, staff recognition, Alaska Excel students, sports activities, dedicated room for learning Iñupiat vocabulary, and the Christmas program.

PUBLIC COMMENTS: No public comment was received by the Board.

MONTHLY FINANCIAL REPORT, October 31, 2022 is presented by Lila Peterson, Director of Finance. The report reflects the financial activity of the North Slope Borough School District for the month ending October 31, 2022. The Reports includes the: general fund revenue & expenditures by function; budget by function object; and purchase of supplies summary. The report is as follows: Approximately twenty two point three percent of the budget has been expended, while thirty three (four of twelve months) of the year has elapsed; Revenues received as of October 2022 were at forty-nine percent of the budget; Cash in the general checking account as of October 31, 2022 was \$42,062,881 while there was \$4,906,728 in the Investment Trust Account, for a total of \$46,969,609. These reports are information only and

required no school board action either for approval or acceptance as they are a matter of public information.

Board discussion regarded changing the format of deficits, color coding, and ensuring the food service and employee housing budgeting does not affect the schools or students.

PURCHASES OVER 10K is presented by Reginald Santos, Director of Information Technology. This agenda item meets the following Board policies: Board Policy 3300, Expenditures/Expending Authority; Board Policy 3310, Purchasing Procedures; Board Policy 3311, Bids; Board Policy 3312, Contracts; and Board Policy 3440, Inventories. The purchase of supplies, materials, and equipment are within the discretion of the Chief School Administrator and do not require Board approval. The software renewals are licensing agreements as listed below:

VMware is a computer/server virtualization software that helps reduce capital and operating costs by virtualizing physical servers. It minimizes downtime and simplifies data center management. Length of the contract is a one-year term expiring on February 7, 2024.

Silverback Learning Solutions, the Mileposts Student Achievement Solution, enables schools to create personalized learning plans, manage interventions, monitor achievement, and gain insights to improve instruction to any class, group, or individual student. Length of the contract is a one-year term expiring on June 30, 2023.

Powerschool Enrollment Express and Ecollect Forms is a PowerSchool SIS plug-in designed to manage the registration process for new students registering the annual update for existing students and gives parents the ability to provide updates on relevant changes for their student at any time of the year. Ecollect Forms, a secure online form builder. Built conveniently right within PowerSchool SIS, it also improves parent engagement and allows tracking progress toward goals. Length of the contract is a one-year term expiring on November 18, 2023.

Powerschool SIS is an easy-to-use, web-based student information system. It is intended to provide parents, students, and teachers with a tool to communicate student performance. PowerSchool may be accessed from any place the parent/guardian can access the Internet. Length of the contract is a one-year term expiring on July 2, 2023.

The funding source is paid through the Information Technology supplies/materials/media account code 100.200.355.000.440 with an available budget of \$182,614.81. The contract amount for each software renewal is as follows: SHI-VMware, \$10,322.97; Silverback Learning Solution Milepost, \$16,608.00; Powerschool Enrollment Express and Ecollect Forms, \$12,986.00; and Powerschool SIS, \$13,452.74. The total remaining budget is \$139,254.10. There are no grant funds associated with the funding of the attached contracts. For compliance with BP 3311, all software subscriptions listed above are below \$20,000 and does not apply.

Board discussion regarded potentially extending the one-year term and dates the contract commenced.

EXECUTIVE SESSION at 1:32 PM – 2:26 PM.

Frieda Nageak MOVED to go into EXECUTIVE SESSION at 1:32 PM for the purpose of a hearing regarding a student's request for reinstatement of interscholastic eligibility, identified as SBH23-001, as required under ASAA's TAD Policy and allowed under subjects that tend to prejudice the reputation and

character of any person. Madeline Hickman SECONDED the motion. Question called for UNANIMOUS CONSENT. No objections. The motion carried UNANIMOUSLY.

Charles Brower MOVED to go out of EXECUTIVE SESSION at 2:26 PM. Frieda Nageak SECONDED the motion. Question called for UNANIMOUS CONSENT. No objections. The motion carried UNANIMOUSLY.

REINSTATEMENT OF INTERSCHOLASTIC ELIGIBILITY FOR SBH23-001

Frieda Nageak MOVED that the NSBSD Board of Education REINSTATE the student identified under SBH23-001 to be eligible for interscholastic activities as required by ASAA’s TAD Policy. Madeline Hickman SECONDED the motion. Question called. The motion carried in a roll call vote of six yes, zero no.

Magdelina Stringer, Student Representative	Not Present	Madeline Hickman	Yes
Nora Jane Burns	Yes	Charles Brower	Not Present
Qaiyaan Harcharek	Yes	Frieda Nageak	Yes
Nancy Rock	Yes	Robyn Burke	Yes

DONATION ACCEPTANCE, ASRC SPONSORSHIP OF CHRISTMAS GAMES is presented by David Vadiveloo, Chief School Administrator. This agenda item meets Strategic Plan goals 1.0 Student Success, 1.7, Student Well-Being, 2.2 Community in the School, 2.4 Students & Staff in Community, and 4.0 Financial & Operational Stewardship. As prescribed in Board Policy 3290, the School Board greatly appreciates the support of community members and may accept suitable donations on behalf of the District. In order for the gift to be acceptable, the gift, grant or donation must satisfy the criteria 1 through 7. Upon acceptance by the District, all gifts, grants, and bequests shall become district property. At the Superintendent or designee's discretion, a gift may be used at a particular school.

Board discussion regarded funding all of the villages on the North Slope for Christmas games.

Frieda Nageak MOVED that the NSBSD Board of Education APPROVE and ACCEPT the Arctic Slope Regional Corporation donations in the sum amount of \$20,000 toward the sponsorship of the Christmas Games slope wide. Madeline Hickman SECONDED the motion. Discussion called. Question called for UNANIMOUS CONSENT. No objections. The motion carried UNANIMOUSLY.

FY23 NEW HIRE CONTRACT ISSUANCE APPROVAL FOR 2ND SEMESTER is presented by Dr. Bobby Bolen, Director of Human Resources. This agenda item meets Strategic Plan goals 3.0 Staff Success and 3.1 Hiring & Recruiting. Due to the changing environment for recruiting teachers, it is imperative that the North Slope Borough School District recruit quality teachers and administrators to get contracts signed throughout the second semester, post recruiting season. As thirty-nine positions are left in the current school year, the District would like to provide job security to perspective employees and ask them to commit to us by offering a contract with prior board approval. Administration is requesting approval to offer contracts to quality teachers upon completion of an interview, and the receipt and review of background checks and reference checks. In efforts to streamline the teacher on boarding process of two administrators, thirty-five teachers and two counselor vacancies across the slope, the administration is recommending the Board’s approval for the Human Resources Department the authority to offer Administrator and Teacher contracts during the 2nd semester months during scheduled Board meetings with approval from the Superintendent or Acting Superintendent after the completion of an interview and upon receipt and review of a background check and reference checks.

The Board requested every new hire to be provided as informational to the Board.

Board discussion regarded following the hiring process, orientation, and Long term substitutes.

Frieda Nageak MOVED that the NSBSD Board of Education approve the recommendation for the Human Resources Department to issue FY23 New Hire Contract Issuance Approval for 2nd Semester as presented in memo no. SB23-094. Nora Jane Burns SECONDED the motion. Discussion called. Question called. The motion carried in a roll call vote of six yes, zero no.

Magdelina Stringer, Student Representative	Yes	Madeline Hickman	Yes
Nora Jane Burns	Yes	Charles Brower	Yes
Qaiyaan Harcharek	Not Present	Frieda Nageak	Yes
Nancy Rock	Yes	Robyn Burke	Yes

TYPE M CERTIFICATION REQUEST is presented by Tennessee Judkins, Director of Iñupiaq Education. This agenda item meets Strategic Plan goals 1.0 Student Success and 3.0 Staff Success. Administration is requesting that the members of the Board of Education approve a Type M teacher certification request for the following individuals who hold Iñupiat Language Teacher positions: Ethel Burke at Meade River School in Atqasuk for all grades; Louisa Riley at Nunamiut School in Anaktuvuk Pass as a Teacher/Paraprofessional; and Violet Kakinya at Nunamiut School in Anaktuvuk Pass as a K3/K4 teacher. These candidates' skills and qualifications based on work history, training, and expertise in the Iñupiaq language and culture merit the Type M teacher certificate. The North Slope Borough School District has offered contracts to all three individuals as the Iñupiaq Language Teachers of the above forementioned sites/grade levels for the 2022 – 2023 school year. Prior Board approval is required by the Alaska Department of Education in addition to other specified requirements in order for teachers to be granted Type M Certificates.

Madeline Hickman MOVED that the NSBSD Board of Education APPROVE the request for an issuance of a Type M Certificate for Ethel Burke, Louisa Riley, and Violet Kakinya as presented in Memo Number SB23-092. Nora Jane Burns SECONDED the motion. Question called for UNANIMOUS CONSENT. No objections. The motion carried UNANIMOUSLY.

BOARD POLICY UPDATE: SECOND READING OF BP 1312.1, PUBLIC COMPLAINTS CONCERNING SCHOOL PERSONNEL; BP 3590, ELECTRONIC SIGNATURES; BP 4131, CERTIFICATED STAFF DEVELOPMENT; BP 5030, SCHOOL DISCIPLINE AND SAFETY; BP 5131.6, ALCOHOL AND OTHER DRUGS; AND BP 5141.4, CHILD ABUSE AND NEGLECT is presented by Chelsie Overby, Board Secretary and read by Robyn Burke, Board President, and Frieda Nageak, Board Clerk. Board Bylaw 9311, Board Policies:...Prior to adoption, policies shall normally be given two readings by the Board. At its second reading, the policy may be adopted by a majority vote of all members of the Board. This is the second reading for these policies, the revisions recommended by AASB and the Policy Review Committee were accepted at the November regular meeting as noted below. Board Policy 1312.1, Public Complaints Concerning School Personnel, revision incorporates Board policies regarding public complaints, nondiscrimination, and professional boundaries for staff and students. Board Policy 3590, Electronic Signatures, is a new policy that establishes guidelines for how to utilize and accept electronic signatures in business, noninstructional, and instructional settings. Board Policy 4131, Certificated Staff Development, revision removes references to the No Child Left Behind Act and references the Every Student Succeeds Act, and incorporates Board policies regarding sexual abuse, sexual assault and dating violence awareness and prevention; professional boundaries for staff and students; suicide prevention; restraint and seclusion; and legal references. Board Policy 5030, School

Discipline and Safety, revision removes references to the No Child Left Behind Act and references the Every Student Succeeds Act, and incorporates Board policies regarding campus disturbances; harassment, intimidation, and bullying; performance enhancing drugs; professional boundaries for staff and students; restraint and seclusion; and legal references. Board Policy 5131.6, Alcohol and Other Drugs, revision removes references to the No Child Left Behind Act and references the Every Student Succeeds Act, and includes legal reference for the regulation of marijuana. Board Policy 5141.4, Child Abuse and Neglect, revision includes legal reference for mandatory reporter expectations and training including reference to Board policies on staff development and professional boundaries for staff and students. These policies are read as:

BP 1312.1 Public Complaints Concerning School Personnel

The School Board places trust in its employees and desires to support their actions in such manner that employees are free from unwarranted, spiteful or negative criticism and complaints. The Superintendent or designee shall develop procedures which will permit the public to lodge criticism against staff members, assure full consideration, and protect the rights of the staff members and the district. Verbal and written complaints against an employee initially made to a School Board member, School Advisory Council member, or at a School Board meeting will be referred to the Superintendent or designee for appropriate consideration and action.

The District will respond to complaints concerning school personnel, investigate as appropriate, and take action as may be necessary or advisable to resolve the concern. Complaints should follow the complaint filing and resolution process set forth in administrative regulation.

The process for complaints concerning school personnel will be administered in a fair and nondiscriminatory manner on behalf of both the complainant and the personnel involved.

(cf. 1312 - Public Complaints Concerning the Schools)

(cf. 4030 – Nondiscrimination in Employment (All Personnel))

(cf. 4112.6/4212.6/4312.6 - Personnel Records)

(cf. 4119.12/4219.12/4319 Non-Harassment in Employment (All Personnel))

(cf. 5145.3 Nondiscrimination)

(cf. 9323 - Meeting Conduct)

Note: When public complaints include allegations of child abuse, it is imperative that school officials consult BP 5141.4 - Child Abuse and Neglect (Reporting Procedures). Though a district may implement its complaint procedures in such cases, the duty to report suspected child abuse comes first. We encourage school districts to rely on the child protective agencies for resolving these complaints and determining if the child abuse report is unfounded.

This policy shall not apply when a public complaint involves accusations of child abuse. When a school employee is accused of child abuse, it shall be investigated by proper authorities in accordance with child abuse laws.

(cf. 5141.4 - Child Abuse and Neglect (Reporting Procedures))

(cf. 5141.42 – Professional Boundaries for staff and students)

Legal References:

ALASKA STATUTES
44.62.310 Government meetings public

Adopted 6/01
Revised 9/97 - AASB

Reviewed 7/02
Revised __/22

BP 3590 ELECTRONIC SIGNATURES

District Use of Electronic Signatures

When not practical or possible to have an approved individual physically sign a document, and not otherwise prohibited by applicable law, the Board authorizes the use of electronic signatures. Electronic signatures may satisfy the requirement of a written signature when transacting business with and/or for the District and/or with parents/guardians when the authenticity and reliability of such electronic signature(s) meets the provisions of this policy. In such instances, the electronic signature shall have the full force and effect of a manual signature.

The Superintendent or designee will identify methods that are secure and practical, and in compliance with State and Federal law and the District's procedures. An "electronic signature" is defined as an electronic sound, symbol, or process attached to or logically associated with a record, and executed or adopted by a person with the intent to sign the record.

In order to qualify for acceptance of an electronic signature the following additional requirements are applicable:

1. The electronic signature identifies the individual signing the document by his or her name and title;
2. The identity of the individual signing the document with an electronic signature is capable of being validated through the use of an audit trail;
3. The electronic signature, as well as the documents to which it is affixed, cannot be altered once the electronic signature is affixed. If the document needs to be altered, a new electronic signature must be obtained; and,
4. The electronic signature conforms to all other provisions of this policy.

The District shall maintain District electronically signed records in a manner consistent with the District's document retention policies yet also capable of accurate and complete reproduction of the electronic records and signatures in their original form. Such retention should include a process whereby the District can verify the attribution of a signature to a specific individual, detect changes or errors in the information contained in the record submitted electronically and protect and prevent access and/or manipulation or access/use by an unauthorized person.

The District shall maintain a hardcopy of the actual signature of any District employee authorized to provide an electronic signature in connection with school board business.

Abuse of the electronic signature protocols by any District employee serves as grounds for disciplinary action up to and including termination.

Parent/Student Use of Electronic Signatures

With regard to documentation received by the District with an electronic signature from a parent/legal guardian, so long as the following provisions are met, the District may receive and accept such electronic signature as an original document:

1. Such communication with signature, on its face, appears to be authentic and unique to the person using such signature;
2. The District is unaware of any specific reason to believe that the signature has been forged;

3. The District is unaware of any specific reason to believe the document has been altered subsequent to the electronic signature; and
4. The signature is capable of verification.

The District's Superintendent or designee may, at their discretion, request that an original of the electronic communication, signed manually by hand, be forwarded to the District in a timely manner.

District personnel may periodically audit the authenticity of such signature via a security procedure including such acts as making follow-up inquiry to the individual/entity who has submitted an electronic signature.

Should it be discovered that a student has falsified a parent's electronic signature on an official District document, the student may be subjected to discipline and the District Administration is authorized, at their discretion, to thereafter only accept manual signatures associated with any submitted school document.

(cf. BP 3523 Electronic E-mail)
(cf. BP 6161.4 – Internet)
(cf. BP 3580 – District Records)

Legal Reference:

ALASKA STATUTES
09.80.010 - .195 Alaska Uniform Electronic Transactions Act

Adopted __/22

BP 4131 CERTIFICATED STAFF DEVELOPMENT

Note: Under state law, Staff training is mandated in evaluative techniques, child abuse recognition and reporting, and the needs of students with alcohol or drug abuse disabilities, sexual abuse and sexual assault awareness, dating violence and abuse, crisis response, crisis intervention and suicide awareness and prevention. School Districts must ensure that no less than 50 percent of the total certificated staff employed by the district receives all of the training not less than every two years and that all of the certificated staff employed by the district receives all of the training not less than every four years. AS 14.08.111(12); AS 14.14.090(11); AS 14.16.020(9). A school district shall provide suicide awareness and prevention training to each teacher, administrator, counselor and specialist who is employed by the school district to provide services to students. AS 14.30.362. Effective June 30, 2017, a school district shall establish a training program for employees relating to sexual abuse and sexual assault awareness and prevention and dating violence and abuse awareness and prevention. AS 14.30.355; AS 14.30.356. Additionally, effective June 30, 2017, a person is not eligible for a teacher certificate unless he or she has completed required training set forth in AS 14.20.020. AS 14.33.127 and 4 AAC 06.177 require that the School Board ensure that a sufficient number of school employees receive periodic training in an approved crisis intervention training program, to meet the needs of the student population. Crisis intervention programs must meet all legal requirements. The Department of Education and Early Development will maintain a list of approved crisis intervention training programs.

Under federal law, the Every Student Succeeds Act defines professional development to include sustained (not stand-alone, 1-day, or short-term workshops), intensive, collaborative, job-embedded, data-driven, and classroom focused activities that are available to all school staff, including paraprofessionals. Professional development activities should be developed with educator input and regularly evaluated. Professional development activities must be evidence-based, if reasonably available. 20 U.S.C. §§ 6601-6614.

The School Board recognizes that a competent, well-trained staff is essential to carrying out its goals. Staff development is a necessary, collaborative, continuous and systematic effort to improve district educational programs by involving all employees in activities that improve their skills and broaden their perceptions. Professional development provided to teachers, principals, and other instructional leaders should focus on improving teaching and student learning and achievement.

Professional development shall be developed with educator input and regularly evaluated. If reasonably available, staff development activities shall be evidence-based. Staff should receive training on professional boundaries in accordance with BP/AR 5141.42, Professional Boundaries for staff and students.

In order to respond directly to the needs of all our students, staff development activities may address such issues as teacher and staff qualifications, content areas, integrating technology into instruction, using data to improve student achievement, methodology, student privacy, parent, family, and community engagement, interpersonal relations between students and faculty, student learning, growth, development, student welfare and safety, assessments and accommodations, student identification and referral, and staff communication, problem solving and decision making. The Superintendent or designee is responsible for ensuring that all training required by law is provided in a timely fashion to appropriate staff.

(cf. 5131.6 - Alcohol and Other Drugs)

(cf. 5141.4 - Child Abuse and Neglect)

(cf. 5141.41 – Sexual Abuse, Sexual Assault and Dating Violence Awareness and Prevention)

(cf. 5141.42 - Professional Boundaries for staff and students)

(cf. 5141.52 – Suicide Prevention)

(cf. 5142.3 – Restraint and Seclusion)

The Superintendent or designee should provide the staff with professional development which may include opportunities such as the following:

1. Release time and leaves of absence for travel and study;
2. Visits to other classrooms and other schools;
3. Conferences involving outside personnel from the district, county, state, region or nation;
4. Membership in committees drawing personnel from various sources;
5. Training classes and workshops offered by the district;
6. Further training in institutions of higher learning, including credit courses conducted in or near the district instead of on the college campus, whenever possible;
7. Access to professional literature on education issues; and
8. Induction and mentoring programs.

(cf. 4116 - Nontenured/Tenured Status)

Legal References:

ALASKA STATUTES

14.08.111 Duties (Regional School Boards)

14.14.090 Additional Duties

14.16.020 Operations of state boarding schools

14.18.060 Discrimination in textbooks and instructional materials prohibited

14.20.020 Requirements for issuance of certificate; fingerprints

14.20.680 Required alcohol and drug related disabilities training

14.30.355 Sexual abuse and sexual assault awareness and prevention
14.30.356 Dating violence and abuse policy, training, awareness, prevention, and notices
14.30.362 Suicide awareness and prevention training
47.17.022 Training (child protection)
ALASKA ADMINISTRATIVE CODE
4 AAC 06.530 Guidance and counseling services
4 AAC 06.550 Review of instructional materials
4 AAC 12.397 Mandatory training requirements
4 AAC 19.060 Evaluation Training
4 AAC 52.260 Personnel Development
UNITED STATES CODE
The Elementary and Secondary Education Act, 20 U.S.C. §§ 6601-6614, as amended by
the Every Student Succeeds Act (P.L. 114-95 (December 10, 2015))

Adopted 6/01
Revised 05/03
Revised __/22

BP 5030 SCHOOL DISCIPLINE AND SAFETY

Note: Each school district must have in place a school disciplinary and safety program per AS 14.33.110-.140. The purpose of the program is to implement community standards of school behavior that are developed with the collaboration of students, parents/guardians, teachers, school administrators and school advisory councils in each community, and to protect and support teachers who enforce standards of student behavior and safety in the classroom. Effective October 2014, the program must be made available to students, parents, legal guardians, and the public, and must include written policies and procedures consistent with standards for use of restraint and seclusion, outlined in AS 14.33.125. The Every Student Succeeds Act requires states to implement a system of school safety assessment. Under ESSA, districts are required to offer a school choice option in two instances: (1) when a student attends a “persistently dangerous school,” or (2) when a student has been the victim of a violent criminal offense. Alaska’s implementation of these federal mandates is found at 4 AAC 06 in newly added Article 2, Safe Schools.

The School Board believes that all students have the right to a public education in a safe and positive environment that fosters the maximum opportunity for learning. The School Board seeks to ensure that students, regardless of ethnicity, race, disability, religious or cultural presence, gender identity, sexual orientation or socioeconomic background do not disproportionately experience suspension, expulsion, or other disciplinary actions. An effective school discipline and safety program is necessary to ensure a safe and conducive learning environment. The School Board shall adopt, and the Superintendent or designee shall implement and maintain, an effective, trauma-informed and culturally responsive school discipline and safety program. The discipline and safety program should reflect community and cultural values resulting in standards of school behavior and safety that are developed with the collaboration of students, parents/guardians, teachers, elders, school administrators, and School Advisory Councils in each community.

(cf. 1230 - Citizen Advisory Committees)
(cf. 1410 - Interagency Cooperation for Student Safety and Staff Safety)
(cf. 4158/4258/4358 - Employee Security)
(cf. 5131 - Conduct)
(cf. 5131.1 - Bus Conduct)

- (cf. 5131.4 Campus Disturbances)*
- (cf. 5131.41 - Violent and Aggressive Conduct)*
- (cf. 5131.42 - Threats of Violence)*
- (cf. 5131.43 - Harassment, Intimidation and Bullying)*
- (cf. 5131.5 - Vandalism, Theft, and Graffiti)*
- (cf. 5131.6 - Alcohol and Other Drugs)*
- (cf. 5131.62 - Tobacco)*
- (cf. 5131.63 – Performance Enhancing Drugs)*
- (cf. 5131.7 - Weapons & Dangerous Instruments)*
- (cf. 5131.9 - Academic Honesty)*
- (cf. 5132 - Dress and Grooming)*
- (cf. 5136 - Gangs)*
- (cf. 5137 - Positive School Climate)*
- (cf. 5141.42 -Professional Boundaries for staff and students)*
- (cf. 5141.51 - At-Risk Youth)*
- (cf. 5142.3 – Restraint and Seclusion)*
- (cf. 5144 - Discipline)*
- (cf. 5144.1 - Suspension and Expulsion)*
- (cf. 5144.2 - Suspension and Expulsion/Due Process (Individuals with Exceptional Needs))*
- (cf. 5145.11 - Questioning and Apprehension)*
- (cf. 5145.12 - Search and Seizure)*
- (cf. 5145.3 - Nondiscrimination)*
- (cf. 5145.5 - Harassment)*
- (cf. 5145.7 - Sexual Harassment)*
- (cf. 5147 - Dropout Prevention)*
- (cf. 6159 - Individualized Education Program)*
- (cf. 6164.2 - Guidance and Counseling Services)*
- (cf. 6164.4 - Child Find)*
- (cf. 6164.5 - Student Study Teams)*
- (cf. 6172 - Special Education)*

Note: School districts must adopt policies for implementing a student conflict resolution strategy. The strategy must provide for the nonviolent resolution or mediation of conflicts, and procedures for reporting and resolving conflicts. AS 14.33.120(a)(7). A district’s school disciplinary and safety program must provide for a student conflict resolution strategy.

Providing young people with knowledge and skills to settle disputes peacefully is a critical component of an effective disciplinary and safety program. Students who possess skills in negotiation, mediation, and consensus decision making are able to explore peaceful solutions to conflict and to resolve these conflicts in a nonviolent manner. The district will work to build students self-regulation skills, incorporating preventative and restorative practices to minimize the need for discipline and maximize instructional time for every student. The district will also establish these practices and seek to address or reduce disproportionate treatment or use of punitive school discipline based on racial or economic disparities.

The Superintendent shall implement and maintain a conflict resolution strategy for District students. The strategy will provide conflict resolution education and resources to students to learn skills in the nonviolent resolution and mediation of conflicts. Restorative or corrective practices place relationship building with students and families at the center. These can include conferences with students and their parents/guardians; use of student study teams or other intervention-related teams; enrollment in a program

teacher social/emotional behavior, intensive and intentional relationship building with students and family, participation in a restorative justice program or restorative circles; and positive behavior support approaches.

Note: Effective October 2014, districts must include in the school disciplinary and safety program written policies and procedures consistent with standards for use of restraint and seclusion. The following language incorporates this requirement.

The district recognizes that a key component of its school disciplinary and safety program involves appropriate staff response when student behavior impacts on the safety of that student or others. The district prohibits the use of physical restraint and seclusion except in emergency situations as outlined in law and policy. The Superintendent or designee shall provide

School discipline and safety

BP 5030 (c)

professional development or supports as necessary to assist staff to offer consistent classroom management skills, model skills for students, and implement effective relationship building and disciplinary techniques, eliminating unconscious bias. This includes establishing collaborative relationships with parents/guardians.

(cf. 5142.3 – Restraint and Seclusion)

Note: AS 14.33.120 requires the discipline and safety program to have procedures for periodic revision and review. 4 AAC 07.050 requires that a district's student rights and responsibilities policies be reviewed at least once every three years. The following language utilizes a maximum three-year duration for the review process.

Not less than once every three years, the district's discipline and safety program shall be reviewed and revised if appropriate. The review process shall make available the opportunity for collaborative input by students, parents/guardians, staff, and School Advisory Councils in each community. Policies reflecting standards of student behavior, including those identifying prohibited student conduct and penalties, should be reviewed to determine consistency with community standards, including the basic requirements for respect and honesty.

(cf. 8200 - Powers and Duties)

(cf. 9310 - Policy Manual)

(cf. 9311 - Board Policies)

(cf. 9313 - Administrative Regulations)

Note: Annually, the district is to submit a report to the Department of Education and Early Development relating to the district's disciplinary and safety program, including incident numbers for infractions involving violence or weapons. This report is to be submitted at the same time the districts submit its annual report on goals and priorities as required by AS 14.03.120(a). Additionally, the district is to report all incidents of suspension and expulsion resulting from harassment, intimidation, or bullying. Effective October 2014, the district is to annually report, not later than June 30, the total number of incidents involving the restraint or seclusion of a student as required by AS 14.33.125 and 4 AAC 06.175 (see BP 5142.3). The following language incorporates the reporting requirements for school discipline as set forth in AS 14.33.120, 14.33.210, 4 AAC 06.172 and 4 AAC 06.250.

The district will submit annual reports to the Department of Education and Early Development, as required by law. These reports will permit assessment of the district's School Discipline and Safety program.

The School Board will review annually disciplinary action data to understand conduct and discipline of specific disaggregated groups of students. The School Board and district administrators will periodically

review research on effective practices to proactively create trauma informed environments and culturally responsive discipline practices. Results of the review will be used to determine how to incorporate new practices and strategies into district policies and practices.

Note: One of the purposes of the school disciplinary and safety program is to protect and support teachers who enforce standards of student behavior and safety in the classroom. AS 14.33.110(3). The law provides that a teacher, teacher's assistant, a site administrator, or another person responsible for students may not be terminated or otherwise subjected to formal disciplinary action for lawful enforcement of a school disciplinary and safety program, including behavior standards. AS 14.33.130. It is recommended that a district desiring to take disciplinary action against a staff member for unreasonable or unlawful enforcement of student discipline should contact legal counsel. Finally, school employees are also protected from civil liability for acts or omissions arising out of enforcement of the disciplinary and safety program while in the course of employment, unless the act constitutes gross negligence or reckless or intentional misconduct. AS 14.33.140.

The School Board desires to give all administrators, teachers, and other employees the authority, knowledge and skills they need to effectively implement and enforce the discipline and safety program of the district. Personnel should adhere to lines of primary responsibility and district adopted protocols so that appropriate decision making may take place at various levels in accordance with School Board policy and administrative regulations. In fulfilling duties and responsibilities in student discipline and safety, all employees shall comply with Board policies, administrative regulations, and local, state, and federal laws.

(cf. 2100 - Organization Chart/Lines of Responsibility)

(cf. 4119.21/4219.21/4319.21 - Code of Ethics)

(cf. 4119.3/4219.3/4319.3 - Duties of Personnel)

(cf. 4158/4258/4358 - Employee Security)

(cf. 5144 - Discipline)

(cf. 5141.42 – Professional Boundaries for staff and students)

Note: On July 15 of each year, the Department of Education and Early Development will determine the safety status of the schools in the state. The Department will designate a school as safe, at-risk, or persistently dangerous. A district that has a school identified as persistently dangerous must provide notice within 10 days to all parents of students who attend the school that the school has been designated as persistently dangerous and that the parent has 30 days to request that the district transfer the student to a safe school within the district. A transfer must occur within 30 days of a transfer request. A district that has only one public school of the appropriate grade level is not required to create a second public school in order to offer a transfer option. Additionally, within 10 days of an incident in which a student is a victim of a violent criminal offense at school, a district shall notify the parents of the student that they may have their student transferred. If a parent requests a transfer, the district shall provide the transfer within 30 days. A student shall be eligible for a transfer if substantial evidence indicates that the student was a victim of a violent criminal offense on the grounds of the school attended by the student. If a district refuses to offer to transfer a student whom the student's parent believes was the victim of a violent criminal offense, the parent may, within 30 days of the refusal, appeal to the Commissioner of Education. Again, a district that has only one public school of the appropriate grade level is not required to create an additional public school in order to provide the option to transfer. A violent criminal offense does not have to be the subject of a criminal charge, and includes incidents that would establish the elements of the following violent criminal offenses: (1) an offense against the person under the Alaska Criminal Code, AS 11.41.100-11.41.530; (2) recruiting a gang member in the first degree, AS 11.61.160; and (3) misconduct involving weapons in the first degree, AS 11.61.195. A parent who has exercised the parent's

option to transfer a student may have the student remain in the receiving school until the student completes the highest grade level offered by that school. A district that is required to offer a student a transfer to a safe school, but that does not contain a safe school of an appropriate grade level, must offer to transfer the student to the parent's choice of any school designated at Level 2 or higher under 4 AAC 06.835 and work with the parent to identify other suitable educational opportunities for the student, including transfer to another district or attending a statewide correspondence school. 4 AAC 06.200-.270.

The School Board further desires to give all students no matter their ethnicity, race, gender or gender identification, sexual orientation or socioeconomic status, the opportunity to learn in an environment in which they feel safe. Should any school be identified as persistently dangerous under state law, students attending that school will be provided the opportunity to transfer to the parent's choice of one of two or more safe schools within the district. Informed parental choice will be facilitated by timely notice of the meaning of the persistently dangerous designation and the intervention steps the district plans to utilize to make the school safe. Additionally, any student who is the victim of a violent criminal offense that occurred on the grounds of the student's school will be provided the opportunity to transfer, consistent with state law.

Legal References:

UNITED STATES CODE

20 U.S.C. §§ 1400, et seq. Individuals with Disabilities Education Act
Every Student Succeeds Act, PL 114-95 (2015)

ALASKA STATUTES

11.81.430 Justification, use of force, special relationships

11.81.900 Definitions

14.03.078 Report

14.03.160 Suspension or expulsion of students for possessing weapons

14.30.045 Grounds for suspension or denial of admission

14.30.180-.350 Education for Exceptional Children

14.33.120-.140 School disciplinary and safety program

14.33.210 Reporting of incidents of harassment, intimidation or bullying

ALASKA ADMINISTRATIVE CODE

4 AAC 06.060 Suspension or denial of admission

4 AAC 06.172 Reporting of school disciplinary and safety programs

4 AAC 06.172 Reporting restraint and seclusion incidents

4 AAC 06.200-.270 Safe Schools

4 AAC 06.250 Reporting

4 AAC 07.010-4 AAC 07.900 Student rights and responsibilities

4 AAC 52.010-.990 Education for exceptional children

20 AAC 10.020 Code of ethics and teaching standards

Adopted 6/01

Added 9/2000 - AASB

Revised 8/03

Revised __/22

BP 5131.6 ALCOHOL AND OTHER DRUGS

Note: Districts must have in place written standards to address the needs of students for whom mental health or substance abuse may be a contributing factor to noncompliance with the school disciplinary and safety program. AS 14.33.120(a)(6). In addition, districts receiving funds for prevention programs pursuant to the Drug-Free Schools and Community Act of 1986 as amended by the Every Student

Succeeds Act, are required to have a policy on drug abuse prevention instruction and procedures for eliminating the sale or use of alcohol and other drugs. ESSA also requires that those districts inform and involve parents in violence and drug prevention efforts. Districts must make reasonable efforts to inform parents of the content of safe and drug-free school programs and activities other than classroom instruction. If a parent objects in writing, the district must withdraw the student from the program or activity. AS 14.30.360 encourages districts to provide K-12 health education, including alcohol and drug abuse education.

Note: Despite the passage of AS 17.38, effective February of 2015, which authorizes the use of marijuana under certain conditions, all use, possession and distribution of marijuana by those under 21 is illegal. In addition, as a recipient of federal funds, the district is obligated to maintain a drug-free workplace consistent with federal law, which prohibits the manufacture, distribution, possession and sale of marijuana for all individuals, regardless of age. For purposes of the district's policy and legal obligation, marijuana is prohibited.

(cf. E 4020 – Drug and Alcohol – Free Workplace Notice to Employees)

Because the use of alcohol and other drugs adversely affects a student's ability to achieve academic success, is physically and emotionally harmful, and has serious social and legal consequences, the School Board intends to keep district schools free of alcohol and prohibited drugs.

Alcohol, marijuana, and other controlled substance, are prohibited for use by students. The School Board desires that every effort be made to reduce the chances that our students will begin or continue the use of alcohol and other drugs. The Superintendent or designee shall develop a comprehensive prevention program that includes instruction, intervention, recovering student support, and enforcement/discipline. The Superintendent or designee shall clearly communicate to students, staff and parents/guardians all Board policies, regulations, procedures and school rules related to this prevention program. Special efforts shall be made to ensure that these materials are understood by parents/guardians and students of limited literacy or limited English proficiency.

Note: Drug use by students is not limited to illegal drugs and can also include abuse of prescription drugs and over-the-counter medications. There is also a growing problem of youth using what are commonly referred to as designer or synthetic drugs. Designer or synthetic drugs come in various forms and may be a chemical compound, a plant-based substance, or a combination. Common names for these drugs include bath salts, K2, spice, salvia, and synthetic marijuana. These drugs have serious and dangerous effects. Synthetic marijuana is an illegal substance in Alaska. AS 11.71.040-.050, 11.71.160. The following optional language prohibits the possession, use, or distribution of "prohibited drugs," which includes all dangerous substances that pose a risk to district students.

Specifically, the School Board prohibits the actual or attempted sale, distribution, use, or possession by a student of alcohol, prohibited drugs or inhalants, drug paraphernalia, substances that are designed to look or act like prohibited drugs or alcohol, or substances purported to be prohibited drugs or alcohol. Prohibited drugs are defined as:

1. Drugs that are illegal if possessed by those under 21, under any local, state, or federal law; or any drug that can be legally obtained but which has been obtained through illegal means.
2. Alternatives to illegal drugs such as designer or synthetic drugs, whether or not prohibited by law, which are purported to, designed to, or which do impair, restrict, or alter normal cognitive function when absorbed, ingested, injected, or inhaled.

3. Prescription drugs that are not legally obtained or prescribed, are not being used for the prescribed purpose, are being used in excess of the prescribed amount, are being used by other than the person to whom prescribed, or are being sold, traded or distributed.

Recognizing that keeping schools free of alcohol and other drugs is a concern common to the district and community, the Board supports cooperation among schools, parents/guardians, law enforcement and other appropriate community organizations involved in preventing alcohol and drug abuse.

(cf. 1410 - Interagency Cooperation for Student Safety)

Note: Districts are required to establish a citizen advisory committee in order to receive Public Law 99-570 funds. Additionally, AS 14.33.110 requires that the school disciplinary and safety program maintain community standards of school behavior that are developed by members of each school, including students, parents/guardians, teachers, school administrators and other responsible persons.

To obtain the widest possible input and support for district policies and programs, the School Board shall request that each School Advisory Council (SAC) provide recommendations related to the prevention of alcohol and other drug abuse. The School Advisory Council should make its recommendations based on input from students, parents/guardians, teachers, school administrators, and community members. Not less than once every three years, during the review period for the district's discipline and safety program, each SAC shall place this topic on a meeting agenda. The SAC's should make their recommendations based on input from students, parents/guardians, teachers, school administrators, and community members. The Board also encourages the use of site-level advisory groups in this area.

(cf. 1230 - Citizen Advisory Committees)

(cf. 5030 - School Discipline and Safety)

(cf. 8200 - Powers and Duties)

Instruction

The district shall provide preventative instruction which helps students avoid the use of alcohol, marijuana, or other drugs and teaches students how to influence their peers to avoid and/or discontinue the use of alcohol or drugs. Instruction shall be designed to answer students' questions related to alcohol and drugs.

The instructional programs will help students obtain and use current and accurate information, develop and maintain a positive self-concept, take positive actions to cope with stress, and use appropriate social and personal skills to resist involvement with alcohol and drugs.

The curriculum will be K-12, comprehensive and sequential in nature and suited to meet the needs of students at their respective grade levels. All instruction and related materials shall stress the concept that alcohol and prohibited drugs can be dangerous and should never be used when such use is illegal.

The School Board encourages staff to display attitudes and behaviors which make them positive role models for students with regard to alcohol, marijuana and other drugs. Staff should help students see themselves as responsible partners in efforts to maintain a safe, constructive school climate.

The School Board recognizes that children exposed to alcohol or other drugs prior to birth may have disabilities requiring special attention and modifications in the regular education program. The Superintendent or designee shall provide appropriate staff training in the needs of such students as required by law.

Note: AS 14.20.680 requires training for teachers, administrators, counselors and specialists on the needs of students with alcohol or drug-related disabilities, including medical and psychological characteristics, family issues, and specific educational needs.

(cf. 6142.2 - AIDS Instruction)
(cf. 6143 - Courses of Study)
(cf. 6159 - Individualized Education Program)

Intervention

The School Board recognizes that there are students on our campuses who use alcohol and other drugs and can benefit from intervention. The School Board supports intervention programs that include the involvement of students, parents/guardians and community agencies/organizations.

School personnel will be trained to identify symptoms that may indicate use of alcohol and other drugs. The Superintendent or designee shall identify responsibilities of staff in working with, intervening, and reporting students suspected of alcohol and other drug use.

Students and parents/guardians shall be informed about the signs of alcohol and other drug use and about appropriate agencies offering counseling.

Non-punitive Self-Referral

The School Board strongly encourages any student who is using alcohol or drugs to discuss the matter with his/her parent/guardian or with any staff member. Students who self-disclose past use of alcohol or other drugs in order to seek help to quit using shall not be punished or disciplined for such past use. State and local extra-curricular activities eligibility rules may apply further conditions related to the admission of drug or alcohol use.

Enforcement/Discipline

The Superintendent or designee shall take appropriate action to eliminate possession, use or sale of alcohol and other drugs and related paraphernalia on school grounds, at school events, or in any situation in which the school is responsible for the conduct and well-being of students. Students possessing, selling and/or using alcohol, marijuana or other drugs or related paraphernalia shall be subject to disciplinary procedures that may result in suspension or expulsion.

(cf. 5030 - School Discipline and Safety)
(cf. 5144.1 - Suspension and Expulsion)

School authorities may search students and school properties for the possession of alcohol, marijuana and other drugs as long as such searches are conducted in accordance with law.

(cf. 5145.12 - Search and Seizure)

Legal References:

ALASKA STATUTES
04.16.080 Sales or consumption at school events
14.20.680 Required alcohol and drug related disabilities training
14.30.360 Curriculum (Health and Safety Education)
14.33.110-.140 Required school disciplinary and safety program\
17.38.010-.900 The regulation of marijuana
47.37.045 Community action against substance abuse grant fund
UNITED STATES CODE

Elementary and Secondary Education Act, 20 U.S.C. §§ 7116, 7163, as amended by the Every Student Succeeds Act, P.L. 114-95

Adopted 6/01
Revised 9/2000- AASB
Revised 8/03
Revised __/22

BP 5141.4 CHILD ABUSE AND NEGLECT

Note: AS 14.08.111 and AS 14.14.090 require districts to provide mandatory reporters with training in the recognition and reporting of child abuse and neglect. Pursuant to AS 47.17.020, teachers, school administrators, and paid athletic coaches are mandated to report child abuse and neglect. New employees required to report are to be trained on this obligation within 45 days after the first day of employment. AS 47.17.022. A school district providing training shall provide notice of the training to public and private schools in the district and invite volunteers who are required to report to participate in the training at no cost to the volunteer. Effective June 30, 2017, volunteers who interact with children in public or private school for more than four hours a week are also mandatory reporters of child abuse. AS 18.66.310 requires school districts to offer continuing education at least once every two years on domestic violence for mandatory reporter employees.

Abuse and neglect affects the well-being of students. Teachers, paraprofessionals, classified personnel, school administrators, paid athletic coaches and volunteers who interact with children in a school for more than four hours a week shall be trained on the recognition and reporting of child abuse and neglect in accordance with state law. An athletic coach who is an unpaid volunteer is not required to report child abuse or neglect unless the coach volunteers for more than 4 hours a week for 4 consecutive weeks, or for 20 hours a week in a one-month period, has received training, and signed a form acknowledging the obligation to report. District employees shall cooperate with the child protective agencies responsible for reporting, investigating and prosecuting cases of child abuse.

(cf. 4131 – Staff Development)
(cf. 5141.42 - Professional Boundaries for staff and students)

The district shall provide notice of child abuse and neglect mandatory reporter training to all public and private schools in the district, in addition to the training set forth in BP/AR 5141.42, Professional Boundaries for staff and students. All mandatory reporters, including qualifying volunteers, are invited to participate in the training at no cost.

Note: Pursuant to AS 47.17.068, failing to report child abuse or neglect mandated by law is a misdemeanor if the person knew or should have known that circumstances gave rise to the need for a report.

Legal References:

- ALASKA STATUTES
- 14.08.111 Duties (Regional school boards)
- 14.14.090 Additional duties
- 18.66.310 Continuing education for public employees, court system employees, and for prosecuting authorities
- 47.17.010-47.17.270 Child protection

Adopted 6/01
Revised __/22

Frieda Nageak MOVED that the NSBSD Board of Education APPROVE the SECOND reading for adoption of: Board Policy 1312.1, Public Complaints Concerning School Personnel; Board Policy 3590, Electronic Signatures; Board Policy 4131, Certificated Staff Development; Board Policy 5030, School Discipline and Safety; Board Policy 5131.6, Alcohol and Other Drugs; and 5141.4, Child Abuse and Neglect, as described in this memo SB23-097 and attachments. Charles Brower SECONDED the motion. Question called for UNANIMOUS CONSENT. No objections. The motion carried UNANIMOUSLY.

INFORMATIONAL, ENROLLMENT & ATTENDANCE is presented by Caitlin Santos, Director of Curriculum & Instruction. This agenda item meets Strategic Plan goal 1.2, Engaged & Empowered by Learning – Attendance. The report includes: current student count from K3-12 by each school site and attendance percentage for November 2022; and in comparison, the School Year 21-22 K3-12 Student Count. Students are counted as present during red school status. Nunamiut School, one hundred nine students at sixty-three point zero six percent attendance; Tikigaq School, two hundred sixty-four students at seventy point forty-three percent attendance; Nuiqsut Trapper School, one hundred fifty-seven students at sixty-three point ninety-five percent; Kali School, eighty-four students at eighty point sixty percent attendance; Ałak School, one hundred sixty-three students at sixty-eight point twenty-seven percent attendance; Harold Kaveolook School, sixty-six students at seventy-eight point eighty-six percent attendance; Meade River School, eighty-five students at seventy-five point seventy percent attendance; Barrow High School, two hundred sixty-nine students at sixty-five point seventy-three percent attendance; Eben Hopson Middle School, two hundred forty-three students at seventy-six point ninety-nine percent attendance; Fred Ipalook Elementary School, five hundred thirty-nine students at seventy-four point twenty-five percent; and Kiita Learning Community, fifty-eight students at sixty-five point ninety-eight percent. The total student count for K3-12 is two thousand thirty-seven at seventy-one point twenty-six percent attendance. The School Year 2021-2022 Student Count is as follows: Nunamiut School, ninety-three students; Tikigaq school, two hundred fifty-six students; Nuiqsut Trapper School, one hundred forty-nine students; Kali School, ninety-eight students; Ałak School, one hundred seventy-seven students; Harold Kaveolook School, seventy-four students; Meade River School, seventy-five students; Barrow High School, two hundred eighty-six students; Eben Hopson Middle School, two hundred sixty-six students; Fred Ipalook Elementary School, five hundred thirty-eight students; and Kiita Learning Community, thirty-seven students. Total Student Count for School Year 21-22 is two thousand forty-nine. Beginning in the 22/23 school year, the method for calculating the attendance was changed to provide more accurate data. Previously, middle and high school students were considered present if they only attended one class period. The new formulate takes into consideration how many periods students are attending. C&I continues to remind administrators and staff of the importance of submitting daily attendance for accurate reporting.

Board discussion regarded attendance concerns and mitigation by incentives.

PUBLIC COMMENTS: No public comments were received by the Board of Education.

SCHOOL BOARD COMMENTS: Board comments regarded incentives to encourage students to attend school, Atqasuk middle school petition for middle school sports trips, Board participation in community events, and School Christmas programs.

SCHEDULING OF NEXT MEETING: Friday-Saturday, January 6-7, 2023 Winter Retreat in Utqiagvik, AK, Location to be Determined; Tuesday-Wednesday, January 17-18, 2023 Budget Hearings in Utqiagvik, AK at the Archie K. Brower Conference Room / ZOOM Video Communications; Thursday, January 19, 2023 Regular meeting in Utqiagvik, AK at the Archie K. Brower Conference Room / ZOOM Video Communications. 9:00 AM Work Session, 1:00 PM Regular Meeting.

ADJOURNED AT 3:25 P.M. Charles Brower MOVED to ADJOURN. Nora Jane Burns SECONDED the motion. The meeting stands adjourned.

Respectfully submitted for the March 9, 2023 Regular Meeting:

Chelsie Overby, Board Secretary

Robyn Burke, Board President

Frieda Nageak, Board Clerk