



NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT

Atautchikun Iñuunialiptigun (Through Our Way of Life Together as One)

NWABSD School Board Retreat

October 28-29, 2025



Atautchikun Iñuunialiptigun
Terri Walker, Superintendent



NWABSD Programs Overview

Foundational Statements

Strategic Plan

Organizational Chart

Program Responsibilities

Superintendent's Office

Director & Principals

Department Overviews



NWABSD Programs Overview 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



NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT

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Strategic Plan

Goal 1: School and Culture

Objective 1: Community School Connections

NWABSD will work with each site to establish a Tribal/Community Partnership Plan to provide relevant learning opportunities and support.

Objective 2: Immersion School Program

NWABSD will begin an immersion school program starting with PreK level and moving to Kindergarten, 1st, and 2nd grade progressively throughout the next five years.

Objective 3: Cultural Science Curriculum

NWABSD will create a cultural place-based science curriculum using the traditional Native Ways of Knowing and Learning.

Goal 2: Operational Improvement

Objective 1: Optimize Business Operations

The NWABSD will evaluate, scope, and create an implementation plan for integrations to streamline and maximize operating software. Completion will support initiatives like the implementation of a 5-year budget forecast.

Objective 2: Standard Operating Procedure Documentation

The NWABSD will establish written processes to support all processes within the district to support efficiency and succession planning.

Goal 3: Instructional Support

Objective 1: Evaluation of MTSS (Multi-Tiered System of Supports)/Safe and Civil Reset

NWABSD staff will evaluate the systems of MTSS and Safe and Civil operationalized within schools with current strategies supported with data (literacy) use. The implementation of the strategy will be supported with increased instructional support implemented through strengthening relationships to support instructional teams.

Objective 2: Safe & Civil Refresh

NWABSD staff will evaluate the systems of PBIS/Safe & Civil Schools operationalized within schools with current strategies for structured learning environments. The implementation of the strategy will be supported with increased instructional support implemented through strengthening professional development delivery to support instructional teams.

Goal 4: Wellness

Objective 1: Sustainable Counseling Program

NWABSD staff will develop the program with an implementation plan leading to an operationalized program to include documentation of counseling services at all sites.

Objective 2: Trauma-Informed Teaching Practices (TITP)

NWABSD will implement TITP practices through a train-the-trainer program, including ongoing reinforcement and implementation in the classroom.

Goal 5: Growing Our Own

Objective 1: Vocational Track Mapping

NWABSD staff will align curriculum to support the growth of students throughout their education to be prepared for employable roles within the region.

Objective 2: Regional Workforce Development

NWABSD will develop a plan for ATC to grow alignment between offerings and regional workforce needs.

Goal 6: Board Development

Objective 1: Improve New Board Member Orientation

NWABSD Regional School Board will improve new board member orientation to support board efficacy and improve onboarding and communications.

Objective 2: Executive Committee Planning

NWABSD Regional School Board executive committee will meet quarterly to plan for regional strategies and partnerships.

Objective 3: Improve Board comprehension of student data (especially as it relates to the Alaska Reads Act)

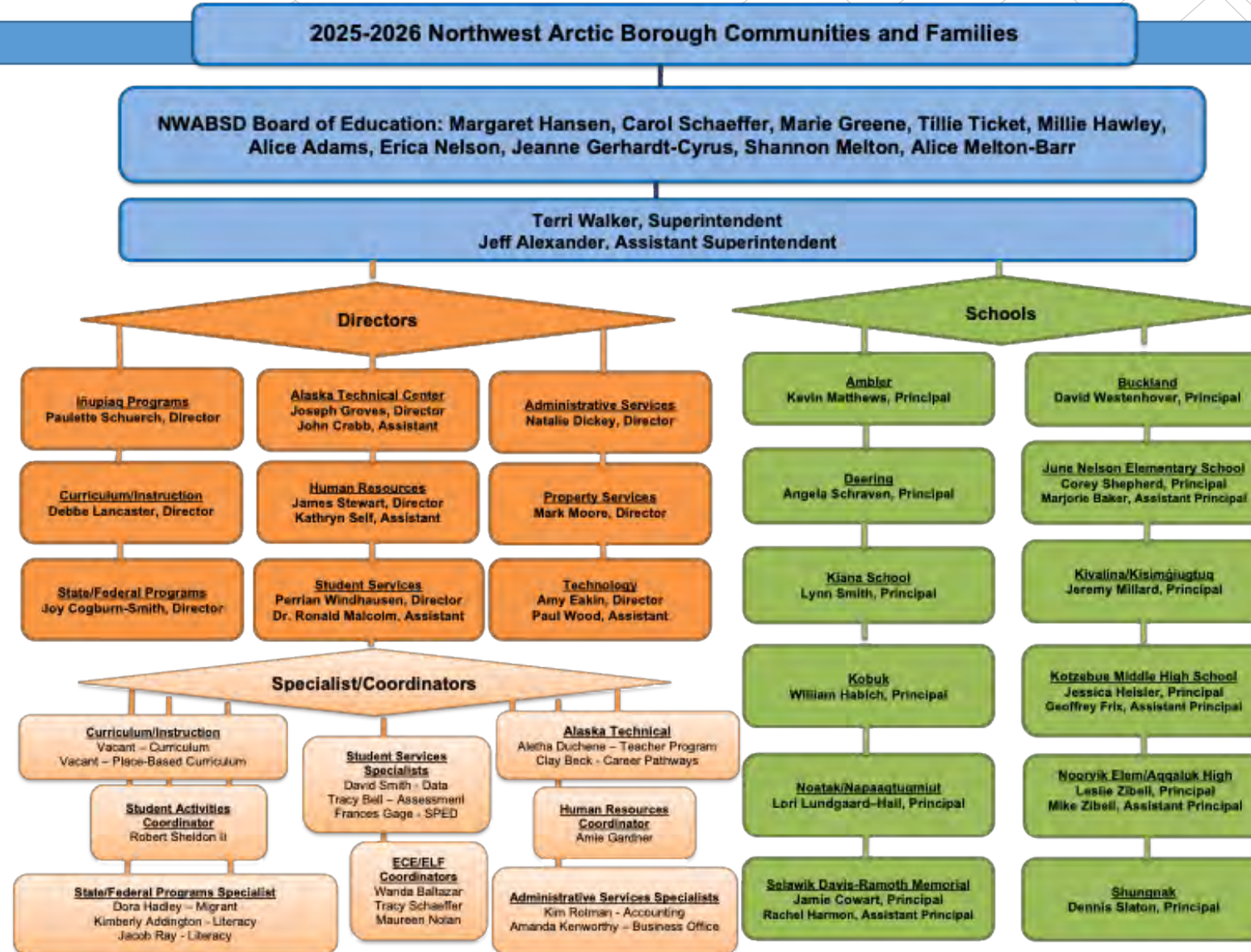
NWABSD Regional School Board will monitor and review all assessment data and results.



NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT

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Organizational Chart





NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT

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Program Responsibilities

Terri Walker, Superintendent
Executive Assistant: Kristen Walker

NWABSD Board of Education, Ifupiaq Program, Curriculum/Instruction, Student Services, State/Federal Programs, Technology, Human Resources, Administrative Services, Property Services, Alaska Technical Center, Principals, Strategic Plan, and Capital Projects

Capital Projects Consultant: Dena Strait

Jeff Alexander, Assistant Superintendent

Student Activities, Inter-Agency Program Collaboration, Communications, Site Improvement Plans, District Improvement Plan, Child Abuse Reporting, Safety, Student Suspensions, Sex/Gender Equity Contact, Title IX Coordinator, Student Accident Reports; *Site Liaison: KMHS, Kivalina*

Student Activities Coordinator: Robert Sheldon II

Debbe Lancaster
Director of Curriculum and Instruction

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, Career Exploratory 6-8 Education, Career, Awareness K-5 Education, School and Industry Workforce Development, Partnerships, Multi-tiered Support Systems (MTSS), Progress Monitoring, Curriculum Development, LIT Grant, Homeschool

Curriculum Specialist: Vacant
Place-Based Specialist: Vacant

Site Liaison – Buckland, Deering

Perrian Windhausen
Director of Student Services & Special Education
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, 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

ECE/ELF Coordinator: Wanda Baltazar
Itinerant SpEd: Angela Eisel
SpEd Coordinator: Francis Gage
Data Specialist Coord: Tracy Bell
Itinerant SpEd: Amilee Webb
ELF Program Associate: Maureen Nolan
OT/ELF Coordinator: Tracey Schaeffer
Registrar/Data Specialist: David Smith

Site Liaison – Ambler, Kobuk, Shungnak

Paulette Schuerch
Director of Ifupiaq Programs

Ifupiaq Immersion Program, Ifupiaq Curriculum and Instruction, Ifupiaq Language Assessment Tool, Place-based Curriculum Development, Ifupiaq Program Professional Development, Elder, Tribe, Community Collaboration, Cultural Events Schedule, TIIP Grant Management, Coordinate with State Agencies and Tribal Governments

James Stewart
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

HR Technician: Michelle Gallahorn
HR Officer: Della Shuster
HR Coordinator: Amie Gardner

Site Liaison: Noatak, Selawik (Stewart)
Site Liaison: JNES (Self)

Joy Cogburn-Smith
Director of State & Federal Programs
Administrative Assistant: Loretta Kittrell

ESSA Grant Funding: Application, reports and compliance issues, Site Improvement Plan development support, Indian Education Grant, Migrant Education recruiting activities, Grant Budget development and revisions, Supervision of grant fund applications, activities and records, Summer School Programs, PAC/tribal consultation

Program/Development Specialist: Dora Hadley
Literacy Specialist: Jacob Ray
Literacy Specialist: Kimberly Addington

Natalie Dickey
Director of Administrative Services

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

Accounts Payable/Receivable: Lois Booth
Purchasing Agent: Brad Eisel
Payroll Officer: Leah Tate
Business Office Specialist: Amanda Kenworthy
Accounts Payable: Vacant
NMS Food Service: Linda McDermott
Accounting Specialist: Kim Rotman
Assistant Payroll Officer: Andrea Bailey
Food Service Management: Amber Colvin

Joseph Groves
Director of Alaska Technical Center
Assistant Director: John Crabb
Secretary: Lindsey Greene

Industry Liaison
Star of the Northwest Magnet School, 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; and transportation and materials moving

Registrar: Lucy Nelson
Health Occupations Instructor: Cynthia Lincoln
Career Pathways: Clay Beck
Culinary Arts Instructor: Alejandro Vargas
Construction Trades Instructor: Vacant
Adult Education Instructor: China Kantner

Mark Moore
Director of Property Services
Office Manager: Kiki Kenworthy
Secretary: Vacant

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
Carpenter/ Painter: Donovan Watkins
HVAC Specialist: Vernon Nelson
Maintenance Kotzebue: Trestin Tate
Security: Willie Green
Journeyman Electrician: Vacant
Mechanic: Vacant
NMS Custodial: Chris Moschella

Amy Eakin
Director of Technology
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, Board Policy

IT Support Technician: Ken Hong
IT Support Technician: John Miner
IT Support Technician: Hunter Lonewolf

Site Liaison – Kiana, Noorvik



NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT

Atautchikun Inuunialiptigun (Through Our Way of Life Together as One)

Superintendent





Terri Walker, Aviññaq
Superintendent



Jeff Alexander
Assistant Superintendent



Kristen Walker, Aullaqsruaq
Assistant to the Superintendent
and Secretary to the Board



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Directors



Natalie Dickey
Administrative Services



Joseph Groves
Alaska Technical Center



Debbe Lancaster
Curriculum



James Stewart
Human Resources



Paulette Schuerch
Inupiaq Programs



Mark Moore
Maintenance



Joy Cogburn
State & Federal Programs



Perrian Windhausen
Student Services



Amy Eakin
Technology



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Principals



Kevin Matthews
Ambler



David Westenhov
Buckland



Angela Schraven
Deering



Sable Marandi
Homeschool



Lynn Smith
Kiana



Corey Shepherd
June Nelson Elementary



Jeremy Millard
Kivalina



William Habich
Kobuk



Jessica Heisler
Kotzebue
Middle High



Lori Lundgaard-Hall
Noatak



Leslie Zibell
Noorvik



Jamie Cowart
Selawik



Dennis Slaton
Shungnak



Superintendent

- Communications with Board
- Departmental Programs
- Fiscal Responsibility
- Advocacy
- Strategic Plan

Assistant Superintendent

- Student Activities
- PK-12 Schools
- Principals
- Safety
- Policy
- Public Relations



Kristen Walker Aullaqsruaq

Executive Assistant to the Superintendent,
Secretary to the Board of Education

- Handle routine office tasks.
- Gather, organize, create, and upload board materials for monthly Board meetings into board books.
- Maintain accurate minutes of all Board meetings
- Post required notices of Board meetings in a timely manner
- Publish all legal notices related to Board and district business
- Update the Board Policy manual annually
- Gather data and keep records for reports and other necessary documents
- Prepare requisitions for office supplies and maintain accurate property inventory
- Prepare travel arrangements and itineraries for the Superintendent and Board members
- Compose correspondence and prepare reports and documents as needed



Robert Sheldon II
Activities Coordinator



Student Activities

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. Student Government
10. Battle of the Books
11. Spelling Bee
12. Music

Responsible for:

- Activities Budgets
- Activities Mitigation Plans
- 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





NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT

Atautchikun Inuunialiptigun (Through Our Way of Life Together as One)

Alaska Technical Center



To Provide A Learning Environment That Inspires and Challenges Students and Employees to Excel



ATC and STAR Magnet School Staff

ADMINISTRATION

Joe Groves, Director ATC & STAR of the NW Magnet School

John Crab, Assistant Director ATC & STAR of the NW Magnet School

FACULTY AND STAFF

Lucy Nelson, Registrar

Clay Beck, Career Pathways Specialist

Aletha Duchane, Education Program

ADULT EDUCATION

China Kantner, Instructor

CULINARY ARTS

Chef Alejandro Vargas

CONSTRUCTION TRADES

Vacant

HEALTH OCCUPATIONS

Cindy Lincoln

CAREER & TECHNICAL EDUCATION/READISTAR

Marc Tumaneng, Instructor

DORMITORY

Dawn Crabb, Dorm Parent STAR

Mary Ticket, Dorm Attendant ATC

Karl Williams, Dorm Attendant STAR

Marlene Centino, Dorm Attendant STAR

Peter Lie, Dorm Attendant STAR



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 before graduating.

Adult Education

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

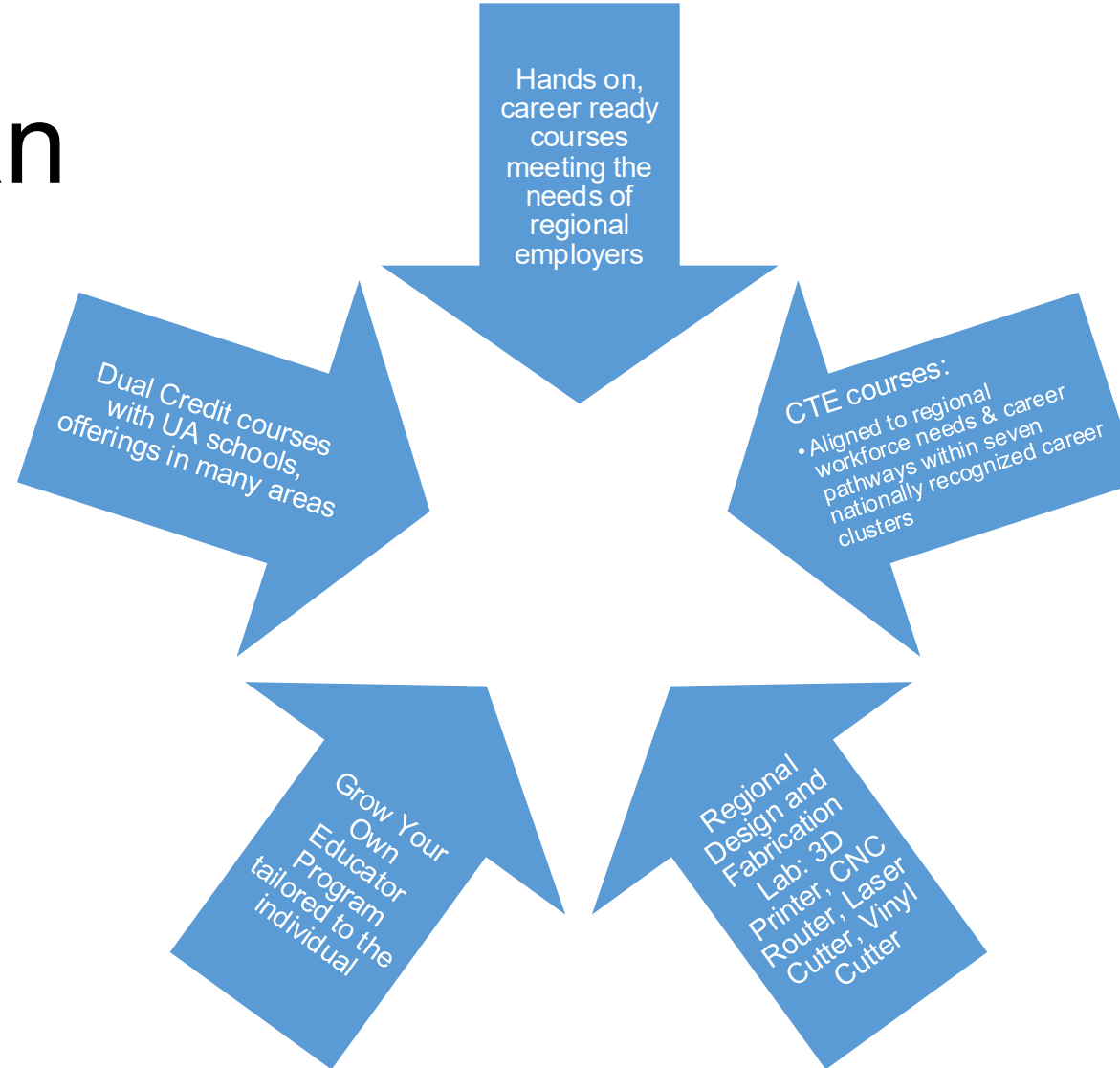
GED Program

- ✓ The GED program serves the high demands of 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





Alaska Technical Center
Kotzebue, Alaska

ReadiSTAR 2025-26 FALL SCHEDULE

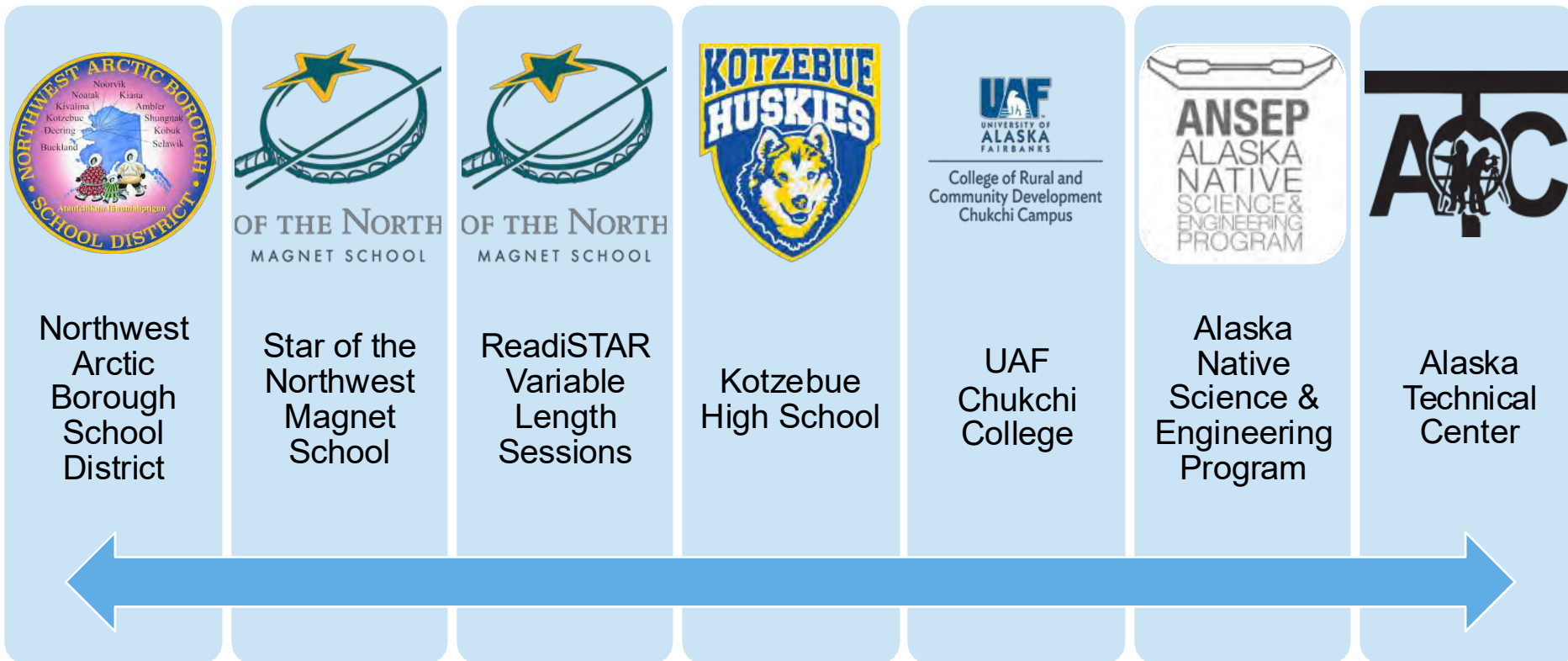


STAR OF THE NORTHWEST
MAGNET SCHOOL

September 8-17, 2025	ORV/IAN RS1
September 22-Oct 1, 2025	WLK RS1
October 6-15, 2025	BKC RS1
October 22-31 2025	KVL/WTk RS1
November 3-14 2025	DRG RS1
November 18-25, 2025	OTZ RS1
December 2-11, 2025	ABL/SHG/OBU RS1
December 15-19	No Readistar Finals/Grades



Educational Partnerships

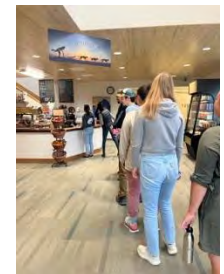




Small Business Enterprise



- Built By Construction Trades Spring 2023
- Opened August 2023
- Baked Good By Culinary Arts
- Study for Small Business Enterprise
- Employment for students and community





NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT

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ATC and STAR





NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT

Autauchikun Iñuunialiptigun (Through Our Way of Life Together as One)



ATC and STAR





NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT

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Administrative Services





NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT

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Meet the Team



Natalie Dickey
Director



Amanda Kenworthy
Staff Dev. Specialist -
Business Office



Kim Rotman
Staff Dev. Specialist -
Accounting



Brad Eisel
Purchasing Agent



Amber Colvin
MOA - Food Service



Deborah Walker
MOA - CIP and AR



Leah Tate
Payroll Officer



open
Asst Payroll Officer



Clara Henry
MOA - Payroll



Lois Booth
AP/AR Clerk



Andrea Bailey
AP/AR Clerk



Katelyn Atoruk
Accounting Technician



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 (ie. 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

Monthly Budget			
	Projected Cost	Actual Cost	Difference
PROJECED MONTHLY INCOME			
Income 1	€ 3,500.00	€ 3,500.00	
Extra income	€ 500.00	€ 500.00	
Total monthly income	€ 4,000.00	€ 4,000.00	
ACTUAL MONTHLY INCOME			
Income 1	€ 3,500.00	€ 3,500.00	
Extra income	€ 500.00	€ 500.00	
Total monthly income	€ 4,000.00	€ 4,000.00	
HOUSING			
Mortgage or rent	€ 1,500.00	€ 1,400.00	€ 100.00
Phone	€ 60.00	€ 60.00	€ (10.00)
Electricity	€ 50.00	€ 60.00	€ 20.00
Gas	€ 200.00	€ 180.00	€ 2.00
Water and sewer	€ 50.00	€ 48.00	€ -
Cable			€ -
Waste removal			€ -
Maintenance or repairs			€ -
			€ 1,788.00



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





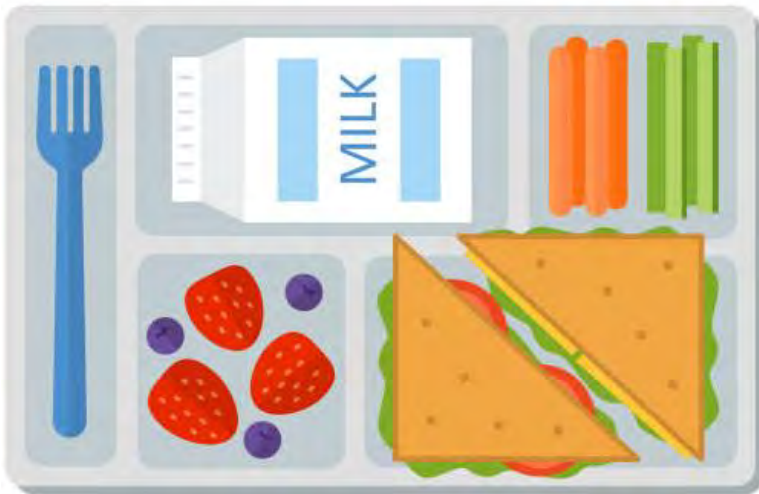
Internal Audit

- ✓ Preparation and fair presentation of the financial statements
- ✓ Accounts Payable/Receivable process
- ✓ Payroll reporting
- ✓ Retirement and grant programs
 - ▶ i.e., food service or other grants





Food Service



- ✓Preparation National School Lunch Program (NSLP)
- ✓School Breakfast Program (SBP)
- ✓Fresh Fruit & Vegetable Program (FFVP)
- ✓USDA Foods Program



Annual 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 Sv 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



NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT

Atautchikun Inuunialiptigun (Through Our Way of Life Together as One)

Curriculum





Curriculum Staff



Debbe Lancaster
MEd, DC
Director



Vacant
Curriculum Staff
Development Specialist



Vacant
Place-Based Staff
Development Specialist



Purpose

Purpose: Support district-wide instructional excellence through aligned curriculum, professional learning, and data-driven support.

Key Focus Areas: Academics, Professional Development, Pre-K, Career & Technical Education (CTE), and Support Systems.

Every student receives high-quality, culturally responsive instruction rooted in research-based practices.



Academics

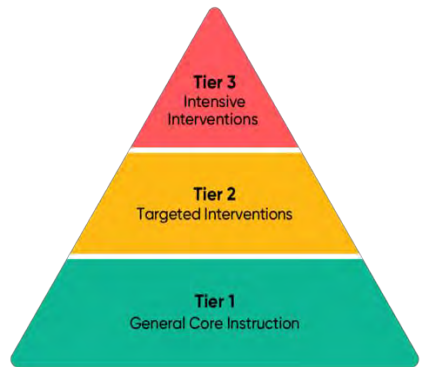
- **MTSS Framework:** Strengthening Tier I instruction, identifying students in need of intervention, and ensuring data-driven instructional decisions.
- **IRIP:** Supporting timely completion of K–3 Individualized Reading Improvement Plans in alignment with the Alaska Reads Act.
- **Assessment Review:** Analyzing NWEA, mClass and other district test data to identify growth areas and celebrate gains.
- **Goal:** Build strong literacy and numeracy foundations through consistent, evidence-based practice. Simplify instruction and keep the clutter out of the classrooms.

MTSS = *Multitiered Support System*

IRIP = *Individual Reading Improvement Plan*



Professional Development



Focus Areas:

- Data based MTSS Implementation & NIEP Coaching
- Focused and Explicit Instruction
- Cultural Learning & Place-Based Integration
- The Big 5 of Reading: Phonemic Awareness, Phonics, Fluency, Vocabulary, Comprehension in all content areas and grade levels
- Safe & Civil Schools: Building positive learning environments

Delivery: District Inservice days, site-based coaching, departmental updates





Pre-Kindergarten

- Standardization: Establishing consistent Pre-K instructional practices district-wide.
- Ages & Stages: All Pre-K teachers rostered in developmental screening systems.
- TS Gold: Aligning observations and assessments for early learning growth.
- Goal: Unified early learning framework ensuring kindergarten readiness and equitable access.





Career & Technical Education (CTE):

- Aligned with the National Career Clusters Framework
- Expanding Programs of Study and Personal Learning & Career Plans (PLCPs)
- Growing internship opportunities and partnerships for workforce readiness

	Natural Resource Systems / Power, Structural and Technical Systems <ul style="list-style-type: none">•Arctic Resource Management I•Arctic Resources Management II•Power Technology I•Power Technology II•Employability Skills
	Design and Pre-Construction <ul style="list-style-type: none">•Mechanical Drawing I•Mechanical Drawing II•Introduction to Construction Trades Technology•Employability Skills
	Administrative Support <ul style="list-style-type: none">•Introduction to Business Skills•Introduction to Business Occupations•Employability Skills
	Teaching/Training <ul style="list-style-type: none">•Child Development•Introduction to Education I•Introduction to Education II•Employability Skills
	Therapeutic Services <ul style="list-style-type: none">•Introduction to Health Careers•Professional Skills in the Workplace•Medical Terminology•Emergency Trauma Technician and Wilderness First Aid and Safety
	Manufacturing Production and Process Development <ul style="list-style-type: none">•Principles of Industrial Technology•Introduction to Process Technology•Power Technology I and II•Employability Skills



Departmental Support:

- Coordinating resource distribution and instructional materials
- Individual principal meetings for tailored school support
- Extended assistance for MTSS, lesson planning, and site-based needs.



NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT

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Human Resources





Human Resources Staff



James Stewart

**Director of Human
Resources**



Kathryn Self

**Assistant Director of
Human Resources**



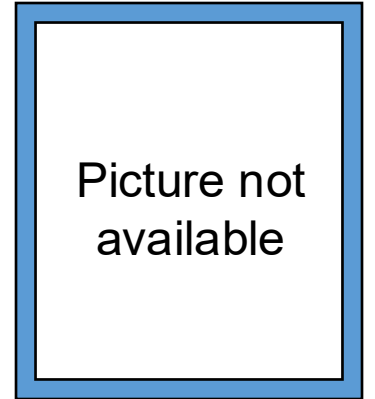
Amie Gardner

**Human Resource
Coordinator**



Michelle Gallahorn

**Human Resource
Officer**



Delia Shuster

**Assistant HR
Officer**

Providing a learning environment that inspires and challenges students and employees to excel.



Department Responsibilities

Recruitment and Retention

Job Descriptions

Teacher Housing

State Reporting

New Applications, Orientation

Performance Review

Staff concerns



Recruitment

Identify need

Post job

Filter applicants

Interview potential employees

Check backgrounds and references

Offer job

Success!



Retention

Smooth onboarding

Proper training

Evaluations

Salaries

Benefits

Facilities

Connection to the community



Employee's with Visa's

J1 Visa (outside agency sponsored teachers)

Is a cultural exchange Visa. Three years can add two more.

Can return home for two years then apply for a H1B Visa.

H1B Visa (School District sponsored teachers)

Is a work Visa. Three years, can add three more, can apply for a green card and work towards naturalization and citizenship.



NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT

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Inupiaq Programs





NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT

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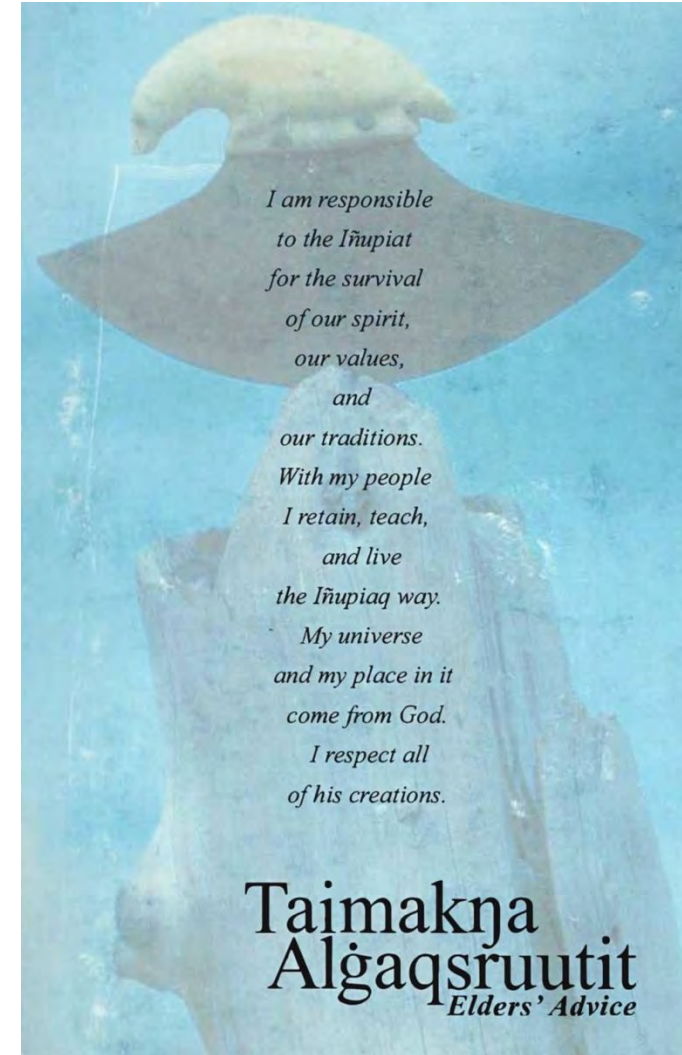
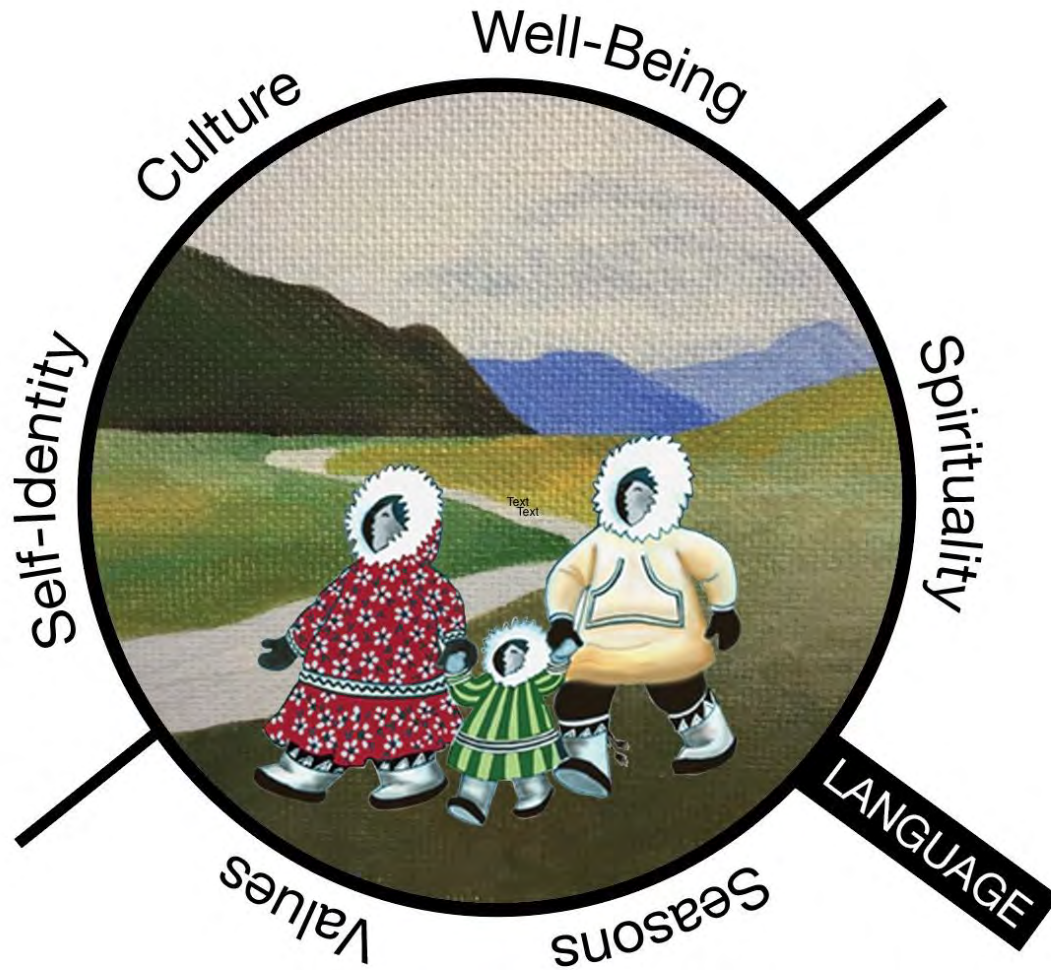
Anigayuk
Paulette Schuerch
Inupiaq Programs Director

Site	Community	Ilitautri	English Name
Ambler	Ivisaapaat	Nigruagruk	Nellie Cleveland
Buckland	Kangiq	Ikaa	Denny Hadley
Deering	Ipnatchiaq	Kumak	Samuel Gavin
Kiana	Katyaaq	Nałauraq	Amber Barr
Kivalina	Siñgaqmiut	Aimmiu	Genevieve Swan
Kobuk	Laugviik	Iyağak	Luke Jackson
Kotzebue	Qikiqtagruk	Anausuk	Helen Allen
Kotzebue	Qikiqtagruk	Paisaq	Charity Smith
Kotzebue	Qikiqtagruk	Mamanñ	Winona Ballot
Kotzebue	Qikiqtagruk	Sigvaun	Sidney Sherman
Noatak	Nautaaq	Saumik	Amelia Johnsen
Noorvik	Nuurvik	Taluğnaqtauq	Elsie Sampson
Selawik	Akuligaq	Kakiñiq	Amelia Ballot
Selawik	Akuligaq	Pakik	Carrie Skin
Shungnak	Isigna	Qakiqsinauraq	Dolly Custer



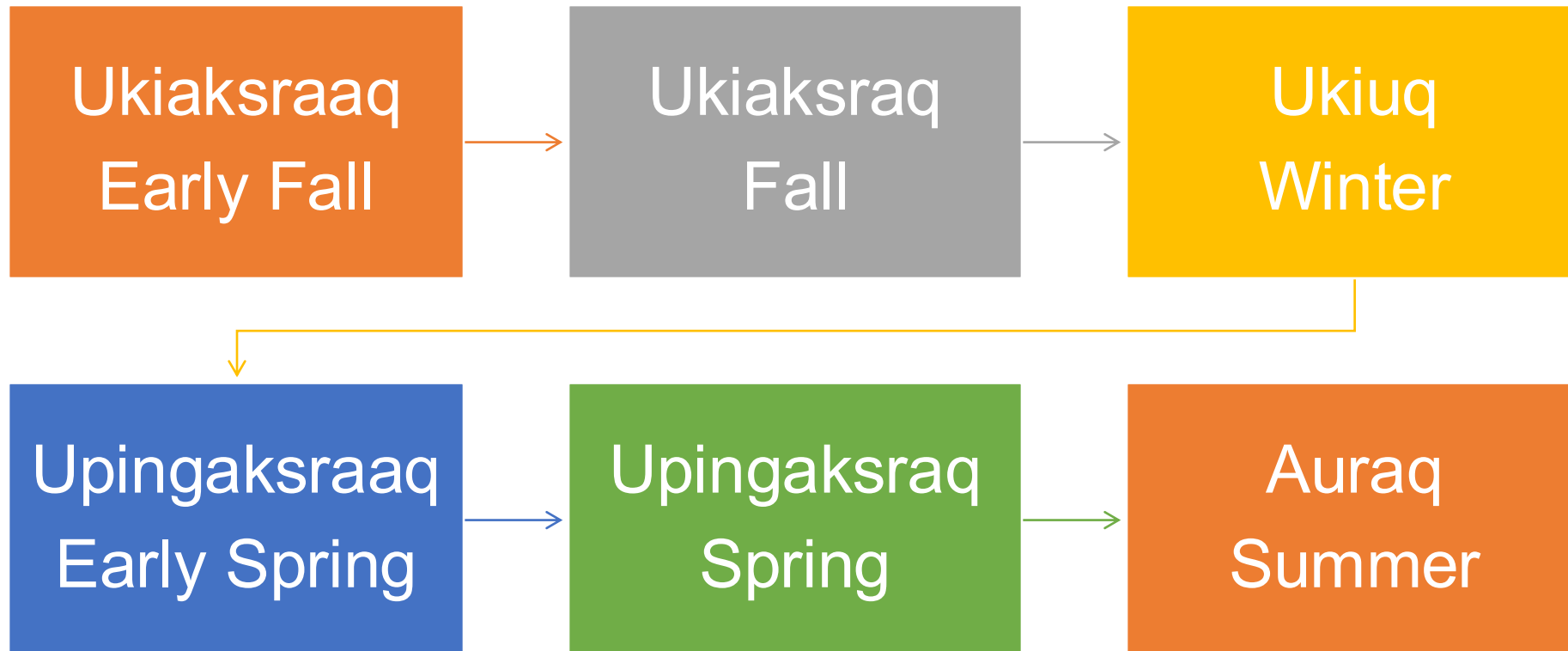
NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT

Atautchikun Iñuunialiptigun (Through Our Way of Life Together as One)





Inupiaq Language Curriculum Seasonal Themes





NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT

Atautchikun Inuunialiptigun (Through Our Way of Life Together as One)

Seasonal Themes

Inupiaq Language and Culture Curriculum

Seasonal Themes

1st Draft

Ukiaksraaq Early Fall	Ukiaksraq Fall	Ukiuq Winter	Upingaksraaq Early Spring	Upingaksraq Spring	Auraq Summer
<ul style="list-style-type: none"> Hunting & Food Gathering (Berry Picking) Songs Cultural Skills Storytelling Beading Traditional Plants/Medicine Knowledge of Family Tree Weather & Geography Tanning Sewing (Machine/Skin) Traditional Healing Celebration & Games Caribou Collaring 	<ul style="list-style-type: none"> Hunting & Food Gathering (Preservation) Songs Cultural Skills Storytelling Beading Traditional Plants/Medicine Knowledge of Family Tree Weather, Geography Tanning Sewing (Machine/Skin) Traditional Healing Celebration & Games Ice Fishing Net Setting Winter Survival Mudshark Traps 	<ul style="list-style-type: none"> Hunting & Food Gathering Songs Cultural Skills Storytelling Beading Traditional Plants/Medicine Knowledge of Family Tree Weather, Geography & Survival Tanning Sewing (Machine/Skin) Celebration & Games Winter Survival Trapping Ice Fishing Net Setting 	<ul style="list-style-type: none"> Hunting & Food Gathering Songs Cultural Skills Storytelling Beading Traditional Plants/Medicine Knowledge of Family Tree Weather, Geography Tanning Sewing (Machine/Skin) Medicine Environment Games Animals Winter Survival Trapping Ice Fishing Net Setting Ice Fishing Net Setting 	<ul style="list-style-type: none"> Hunting & Food Gathering Songs Cultural Skills Storytelling Beading Traditional Plants/Medicine Knowledge of Family Tree Weather, Geography Tanning Sewing (Machine/Skin) Medicine Environment Games Animals Winter Survival Ice Fishing Net Setting Winter Survival Overland Survival Trip (High School) 	<ul style="list-style-type: none"> Hunting & Food Gathering (Berry Picking) Songs Cultural Skills Storytelling Beading Traditional Plants/Medicine Knowledge of Family Tree Weather, Geography Tanning Sewing (Machine/Skin) Medicine Environment Games Animals Summer Culture Camp



NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT

Atautchikun Inuunialiptigun (Through Our Way of Life Together as One)

Inuunailiq

Inuunialiq				
	PreK-2nd grade Observation with guided practice	3rd - 5th grade Observation with guided practice	6th - 8th grade Independent practice with supervision	9th - 12 grade Teaching others with supervision
Fish	Identify types of local fish, their parts, and tools used to gather and prepare Scale and wash, hang to dry	Identify types of local fish in the region and tools used to gather and prepare Know when, where, and how to catch Catch, process, prepare, preserve,	Know when, where, and how to catch Catch, process, prepare, preserve, share	Know when, where, and how to catch Catch, process, prepare, preserve, share
Plants and Berries	Identify edible plants/berries, their parts and tools used to gather Know when, where, and how to pick. Pick and share	Identify edible, non-edible plants/berries, their parts and tools used to gather and prepare Know when, where, and how to pick. Pick. Prepare. share	Identify edible, non-edible and medicinal plants/berries, their parts, and tools used to gather and prepare. Know when, where, and how to pick. pick. prepare. preserve. share	Identify edible, non-edible and medicinal plants/berries, their parts, and tools used to gather and prepare. Know when, where, and how to pick. pick. prepare. preserve. share
Birds and animals	Identify the bird/animal, their parts, and tools used to harvest Assist with preparation and preservation of birds and animals.	Identify the bird/animal, their parts and tools used to harvest. Assist with preparation and preservation of birds and animals.	Identify the bird/animal, their parts and tools used to harvest. Catch, process, prepare, preserve, share Know the uses of the whole bird/animal	Identify the bird/animal, their parts and tools used to harvest. Catch, process, prepare, preserve, share Know the uses of the whole
Safety	Know basic survival skills. Observe and identify seasonal weather conditions.	Know local place names. Know basic survival skills. Observe and identify seasonal weather conditions. Know local dangerous areas and conditions.	Know local and regional place names. Observe and identify seasonal weather conditions. Know local and regional dangerous areas and conditions. Know Survival skills for all conditions; Know the survival gear to prepare and pack.	Know local and regional place names. Observe and identify seasonal weather conditions. Know local and regional dangerous areas and conditions. Know Survival skills for all conditions. Know the survival gear to prepare and pack.
Lifeskills:	Roles and responsibilities of family members to the family and tribe.	Roles and responsibilities of family members to the family and tribe.	Roles and responsibilities of family members to the family and tribe. (community involvement)	Roles and responsibilities of family members to the family and tribe. (Ikayugnaqsikman - when help is needed) (community involvement)
Inupiaq Values	Learn to live and practice the Inupiaq Values.		Learn to live and practice the Inupiaq Values. Be aware of other cultural values.	
Self-identity	Knowledge (deep) of family tree, Knowledge of your origin (where you are from/land place). Knowledge of your tribe. Knowledge of tribal/family styles, Namesake awareness, awareness of your feelings/emotions.			
Festivities	Celebrate and share through community gatherings with song, dance, games, potluck, and stories.			
Inupiaq Language	PreK/K-Be able to speak core words relating to the lesson. 1st/2nd - Be able to speak, read and write simple sentence structure.	Be able to speak, read and write fluently.		



- Weekly meetings with Ilisautriit
 - Fluency and Vocabulary building
 - Lesson plans structure
 - UAF College Course
- Intensive trainings annually
 - Ilisaqativut
 - Fall In-service
 - Mid-year



- Immersion Pilot Program – FY26 and FY27
 - Kotzebue and Ambler
 - Pre-K
- Immersion Pilot Program – FY27 and FY28
 - Kotzebue and Ambler
 - Pre – K
 - Kindergarten



Goal 1 To increase NWABSD's Students' knowledge, skills and extent of the Inupiaq language and promote Inupiaq fluency in reading, speech and writing.

Goal 2 To increase Inupiaq language and cultural activities within High School Physical Science and Biology courses.

Goal 3 Annually provide Professional Development for 100% of the pilot science instructors centered around the implementation of the newly developed courses.

Goal 4 To provide opportunities for stakeholders to be actively involved in the development of the NWABSD curriculum and cultural activities by utilizing the local community in writing and developing incorporation of Iḷitqusiat (wisdom and values of the Iñupiat people).



Committees

- High Level Committee – Senior management, Knowledge Bearers, Elders, leaders
 - Framework,
 - scope and sequence of curriculum
- Development of the curriculum – teachers, knowledge bearers
 - Create lessons



Present Focus as a New Director

- Review of Policies and NWABSD Resources
- Inventory – All Iñupiaq materials (books & teacher guides) (art)
- Connecting
 - Community Visits
 - Tribal, Municipal, and Elders Council
 - Community meeting (open)



NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT

Atautchikun Inuunialiptigun (Through Our Way of Life Together as One)

Property Services





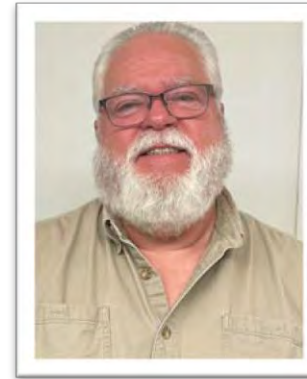
Kotzebue Property Services Staff



Mark Moore
Director



Kiki Kenworthy
Office Manager



George Cowart
Preventative
Maintenance Manager



Troy Humphreys
Plumber



Donovan Watkins
Carpenter/Painter



Vernon Nelson
Mechanical Controls



Quinn Iten
Temp Electrician



Trestin Tate
Kotzebue BPO



Department Organization

Kotzebue Crew Size:

- ✓ 1-Director
- ✓ 0-Electrician
- ✓ 1-Plumber
- ✓ 0-Mechanic
- ✓ 1-Carpenter
- ✓ 1-Office Manager
- ✓ 1-Preventative Maintenance Manager
- ✓ 1- Mechanical Controls Technician

Site Maintenance

Building Plant Operator (BPO):

- ✓ Each site has one Building Plant Operator (BPO) except for Kivalina which has two.
- ✓ 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



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



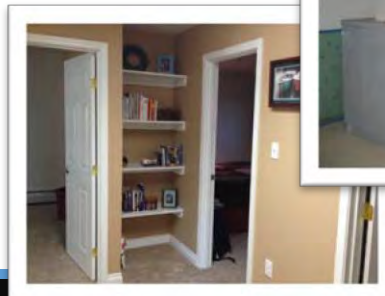
SELAWIK



SHUNGNAK



**ALASKA
TECHNICAL
CENTER**





Inspections

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



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

Vehicle Use

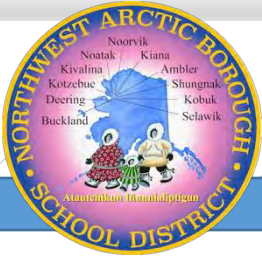
District Motor Pool

- ✓ 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 Property Service department and Assistant Superintendent on a first come and need basis.





Capital Projects

- **Teacher Housing**
 - Buckland – two duplexes, one single unit
 - Noatak – two duplexes
 - Buckland, Noatak, Kivalina Renovations
- **Upgrades**
 - HVAC Controls Upgrades
 - Ambler, Kiana, June Nelson, KMHS, Noatak, Noorvik, Shungnak, Kobuk
 - District-Wide Fire Systems Replacement
 - Ambler, Buckland, June Nelson, KMHS, Noorvik, Shungnak.
 - Davis-Ramoth K-12 School Renovation
- **New School Construction**
 - Deering Replacement School



NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT

Atautchikun Inuunialiptigun (Through Our Way of Life Together as One)

State & Federal Programs





State & Federal Programs Staff



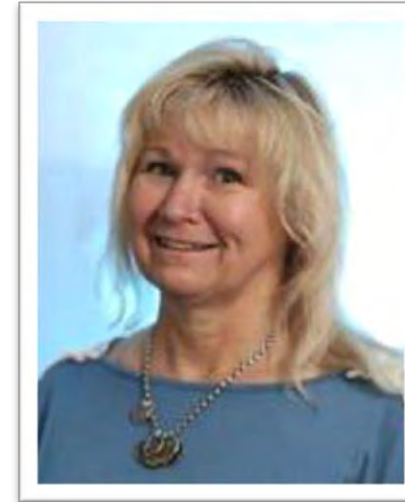
Joy Cogburn-Smith
Director



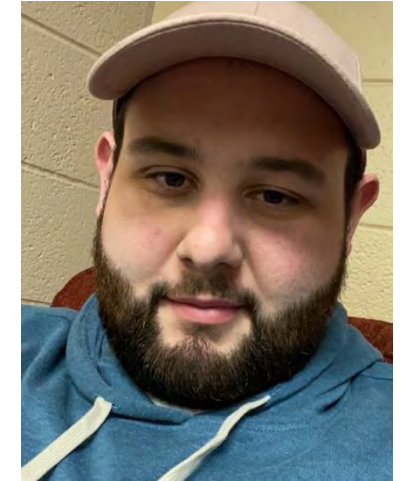
Loretta Kittrell
Migrant Education
Coordinator
Administrative Assistant



Dora Hadley
Program & Staff
Development
Specialist



Kim Addington
Literacy Staff
Development



Jacob Ray
Literacy Staff
Development



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 Programs
- PAC/Tribal Consultation for Grant Development Requirements
- ANSEP Planning and Organization
- Oversee LIT grant activities and personnel, including library book refresh, book distributions and family engagement nights.



State & Federal Programs

State & Federal Grants Total Budgets 2025-2026

Grant Budget			
Totals for FY26 \$13,868,139.07	Title Grants/State Pass-Through	20%	\$ 2,833,206.96
	Federal Direct Grants	50%	\$ 6,955,681.82
	Sch Improvement Grant Title 1 (1003)	4%	\$ 504,800.00
	ATC	19%	\$ 2,620,479.29
	Other	7%	\$ 953,971.00

Grant Name	Category		amount
Title I Basic	Title Grants/State Pass-Through		\$1,750,032.52
Title I-C Migrant	Title Grants/State Pass-Through		\$976,705.44
Carl Perkins	Title Grants/State Pass-Through		\$106,469.00
Rural & Low Income School Program	Federal Direct Grants		\$17,374.23
Title VI Indian Education	Federal Direct Grants		\$636,830.00
Johnson O'Malley	Federal Direct Grants		\$266,956.42
School Improvement Grant (SIG)	Sch Improvement Grant Title 1 (1003)		\$504,800.00
CLSD Literacy Grant	Other	State of AK Education DEED	\$350,000.00
Early Learning	Other	State of AK Education DEED	\$496,971.00
Quality School	Other	State of AK Education DEED	\$107,000.00
Native Youth in Action-ANSEP	Federal Direct Grants		\$908,261.16
Our Youth – Positive Vision for the Future (OYVF)	Federal Direct Grants		\$766,383.99
Literacy Connections	Federal Direct Grants		\$1,031,732.69
Alaska Native ED Ilisautri Project-C3	Federal Direct Grants		\$2,027,209.27
The Iñupiatun Ilisaqta Project (TIIP)	Federal Direct Grants		\$801,034.06
Preparing Our Youth (POY)	Federal Direct Grants		\$499,900.00
Alaska Technical Vocational Education Program (TVEP)	ATC	State of AK, Dept of Labor	\$2,290,800.00
Alaska Construction Academy (ACA)	ATC	State of AK, Dept of Labor	\$148,879.00
Alaska Adult Education (AAE/GED)	ATC	State of AK, Dept of Labor	\$138,683.09
Manilaq AAE/GED	ATC	Sub-grant	\$42,117.20
			\$13,868,139.07





NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT

Atautchikun Inuunialiptigun (Through Our Way of Life Together as One)

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

- Tracy Bell and David R. Smith

Special Education

- Frances Gage: Special Education Compliance Coordinator
- Itinerant Special Education
 - Angela Eisel
 - Tracey Hyatt
 - Aimee Webb

Counselors/Social Worker

Six Counselors

Infant Learning Program (ELF)

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

Youth Leader Coordinator

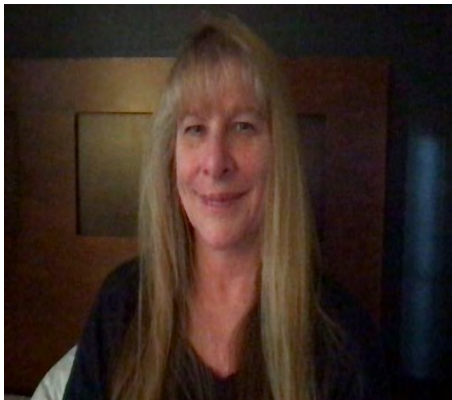
- Cheyenne Ticket-Foote



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)
 - ✓ October Count
 - ✓ Summer OASIS
- Supports Grant Reporting
- Supports training & collection for academic progress



Special Education

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



Special Education NWABSD

- Cognitive Impairments = 14
- Hearing Impaired = 6
- Speech/Language Impairments = 28
- Visual Impairments = 4
- Emotional Disturbance = 5
- Orthopedic Impediments = ~
- Other Health Impaired = 26
- Specific Learning Disabilities = 117
- Deaf-Blindness = ~
- Multiple Disabilities = 8

- Autism = 8
- Traumatic Brain Injury ~
- Developmental Delays = 38

Total = 247

~Less than 5 Children ages 3-21 statewide who fall into the Deaf-Blindness category.

* Results cannot be published without releasing personally identifiable information.



School Counselors

- 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

Counselors, Intern Counselors, Social Worker:

Alvin Altares:	Kiana/Noorvik
Michelle Jones:	Buckland/Deering/Kivalina
Clay Moose:	KMHS and Kivalina
Richard Williams:	Selawik
Shirley Dukes:	District-wide/Noatak/JNES
Cathy Snider:	Ambler, Kobuk, Shungnak
Janeil Stewart:	JNES Classroom presentations



Dr. Ronald Malcolm
Assistant Director of Student Services

Other Services: Maniilaq Behavioral
Health and Compassionate Counseling



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

Cheyenne Ticket-Foote: Coordinator

The Northwest Arctic Borough School District Youth Leaders:

- Funding provided by Red Dog Mine/Teck Alaska, through June 2028.
- There are 68 Youth Leaders from around the region.





NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT

Atautchikun Inuunialiptigun (Through Our Way of Life Together as One)

Technology





Technology Team



Paul Wood
Assistant Director

Network Administrator
Senior Technician
Manager of Field
Technicians
District Voice
Data Network



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

ATC
JNES
Noorvik
Kiana
Selawik



Hunter Lonewolf
***Computer Field
Technician***

Shungnak
Kobuk
Ambler
Deering
Buckland



John Miner
***Computer Field
Technician***

KMHS
Kivalina
Noatak



Technology Hardware

- 250 Interactive Ultra-HD SMARTBoards in ALL Classrooms
- 250 Apple TV for wirelessly connecting to SMARTBoards
- 1:1 Student Devices
 - ✓ 689 iPads → PK-2nd Grade
 - ✓ 335 iPads with Keyboards → 3-4th Grade
 - ✓ 1140 13" MacBook Airs 5-12th Grade
 - ✓ 20 13" MacBook Airs – ATC Adult Students
- 247 iPads for all instructional staff → Aides, Teachers, Principals
- 565 Laptops for all teachers, principals, and various positions
- Software and Infrastructure Support



Internet Capacity, Cost, and Funding Over Time

Location	2014-15	2015-16	2016-17	2017-18*	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	DIFFERENCE FROM FY25 to FY26
Ambler	7/3 → 10/4	15/5	15/5	15/4	15/4	15/4	25/4	25/4	25/4	25/10	50/10	100/40	Increase Quality of Service and Increase Upload/Download Speed
Buckland	7/3 → 10/4	15/5	15/5	20	20	20	25	25	25	25	100	100	Increase Quality of Service
Deering	7/3 → 10/4	15/5	15/5	15/4	10/4	10/4	25/4	25/4	25/4	25/10	50/10	100	Increase Quality of Service and Increase Upload/Download Speed
Kiana	7/3 → 10/4	15/5	15/5	15	15	15	25	25	25	25	100	100	Increase Quality of Service
Kivalina	7/3 → 10/4	15/5	15/5	15/4	15/4	15/4	25/4	25/4	25/4	25/10	100	100	Increase Quality of Service
Kobuk	7/3 → 10/4	15/5	15/5	15/4	10/4	10/4	25/4	25/4	25/4	25/10	50/10	100/40	Increase Quality of Service and Increase Upload/Download Speed
Noatak	7/3 → 10/4	15/5	15/5	20	20	20	25	25	25	25	100	100	Increase Quality of Service
Noorvik	7/3 → 10/4	15/5	15/5	20	20	20	25	25	25	25	100	100	Increase Quality of Service
Selawik	7/3 → 10/4	15/5	15/5	25	25	25	25	25	25	25	100	100	Increase Quality of Service
Shungnak	7/3 → 10/4	15/5	15/5	15/4	15/4	15/4	25/4	25/4	25/4	25/10	50/10	100/40	Increase Quality of Service and Increase Upload/Download Speed
District Office	5	15/5	15/5	20	60	80	60	100	100	100	100	100	Increase Quality of Service
KMHS	5 → 10	15/5	15/5	10	10	10	25	25	25	25	100	100	Increase Quality of Service
JNES	NA	NA	NA	10	10	10	25	25	25	25	100	100	Increase Quality of Service
ATC	3	15/5	15/5	5	10	10	10	10	25	25	50	100	Increase Quality of Service and Increase Upload/Download Speed
STAR Dorm	NA	NA	NA	NA	5	5	5	5	5	5	5	5	Increase Quality of Service
Total Cost	\$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	\$21,614,383.55	\$12,899,400.00	(\$8,714,983.55)
Total E-Rate Eligible Cost	\$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	\$21,614,383.55	\$12,899,400.00	(\$8,714,983.55)
E-Rate Revenue	\$4,034,271.60	\$4,649,582.00	\$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	\$19,452,945.20	\$11,609,460.00	(\$7,843,485.20)
BAG Revenue	\$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	\$1,649,523.76	\$821,180.40	(\$828,343.36)
District General Funds Cost	\$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	\$511,914.59	\$468,759.60	(\$43,154.99)



Technology Refresh Plan

	Aug-Dec 2023	Jan-Jul 2024	Aug-Dec 2024	Jan-Jul 2025	Aug-Dec 2025	Jan-Jul 2026	Aug-Dec 2026	Jan-Jul 2027	Aug-Dec 2027
5-12 Laptops	6-12 Refresh 2020 (Intel); 5-8 Refresh 2023 (M1)		5-8 & 6-12 Fleets Merged			Refresh Intel MBA (450)			Refresh 5-12 Fleet/Cases 2028
SMARTBoards	Purchased 2014/2015; Warranty expired 6/30/20		5 Annually		5 Annually		5 Annually		5 Annually
Principal Laptop, Secretary/DO iMacs	Secretary and DO iMac Refresh 2023	Principal Refresh/Deploy Pro/Screen 2024							Refresh Fleet 2030
PK-4 iPads	Refresh Fleet 2021	Prepare for App Refresh	Refresh Apps			Refresh Fleet; Prepare for App Refresh	Refresh Apps		
Staff iPads	Fleet Purchased 8/2020					Refresh PK-4 Teacher Fleet			
Staff Laptops	Refresh Fleet 2021 (M1/Intel)								Refresh Fleet 2028
Computer Labs	ATC – partial update (5yr.)			ATC full update					ATC full update 2030
Network Infrastructure (Switches, Wireless)	402 Rack Replacement; Split OTZ Circuits Switches		C2 Install Wifi-6 APs in schools IAN, ORV, BKC, DRG; KVL Switch	C2 Install Wifi-6 APs in WLK, SHG, ABL, WTK; ATC, OTZ Switches	C2 Install Wifi-6 OBU, ATC Dorm, ORV; Apple Upgrade Caching Servers – IAN, ABL, SHG, DRG, OTZ, ORV, OBU, ATC, KVL, WLK	C2 Install Wifi-6 KMHS, BKC, IAN; Apple Upgrade Caching Servers – BKC, WTK	BKC L3 Switch		
Meraki Refresh	3yr. License Renewal 2023						License Renewal 9/29/2026		
Mitel Phone System	Partial Phone Refresh 2023			Research Phone Refresh/Migration		Migrate to Upgraded Phone System			
VTC	RUS Award 2020; Complete install of RUS awarded Infrastructure		Update Polycom Camera Software						Deploy Refreshed Teams MPBs
Servers	Refresh SHG	Refresh WLK	Research Village Virtualization Servers	Purchase Pilot Servers; Plan Refresh	MS-A2 Servers – KVL, ATC, OBU, DRG (pilot)			DO Server Refresh 2027	
Windows Infrastructure	Windows 2019 Server Upgrade 2023								Windows Server Upgrade 2030