



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

**Unapproved Minutes
Regular Meeting
August 11, 2022
1:00 p.m.**

CALL TO ORDER AND MOMENT OF SILENCE: Nancy Rock, Board President, called the Board of Education Regular Meeting to order at 3:34 p.m. at the Archie K. Brower Conference room and over ZOOM Video Communications in Central Office in Utqiagvik, Alaska.

WORDS OF WISDOM: Louisa Riley, in Anaktuvuk Pass, Alaska 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 – Excused
Robyn Burke- Present
Nancy Rock – Present
Student Representative: Magdelina Stringer – Present
Student Representative: Arianna Hart - Excused

APPROVAL OF AGENDA: Robyn Burke MOVED to APPROVE the agenda. Nora Jane Burns SECONDED the motion. Discussion called.

Robyn Burke MOVED to AMEND the Agenda to TABLE Action Item K.4. Iļisagvik College Board of Trustees Appointment to October. Frieda Nageak SECONDED the motion. Question called. The motion carried UNANIMOUSLY.

Question called on the Main Motion. The motion carried UNANIMOUSLY.

APPROVAL OF CONSENT AGENDA: Robyn Burke MOVED to APPROVE the Consent Agenda. Madeline Hickman SECONDED the motion. Question called. The motion carried UNANIMOUSLY.

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

PUBLIC COMMENTS: There were no public comments to the Board of Education.

PURCHASES OVER 10K, SOFTWARE RENEWALS 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 software renewals are licensing agreements as listed below: JAMF Pro Software is a Mobile Device Management software NSBSD uses to manage, protect, and configure approximately 2500 Mac computers and about 1500 iPads. Lightspeed Systems Content Filter and Classroom Management is the NSBSD content filter solution to protect our students from harmful content online, on, and off-campus. The District also uses Lightspeed classroom management to give teachers control over digital classrooms and real-time visibility of student activity.

Pure Storage provides all-flash data storage products and solutions for data centers. The subscription is for the annual maintenance of the storage equipment. If needed, the service agreement provides white-glove support, parts, labor, and onsite support. VEEAM Backup and Recovery software is a backup and recovery solution for the NSBSD. The software backups all the critical virtual servers like the Exchange email server and VoIP Phone System. It also backup all the files in the O Drive and H Drive. Adobe Creative Cloud is a yearly subscription that provides NSBSD staff and students access to all Adobe productivity and creativity products like Acrobat Pro and Photoshop. PrinterLogic is a centralized, cloud-based print management and console system that IT teams can use to monitor and control school district print devices. It also empowers the end-users themselves to go to the interface, pick the printers, and install any printer within the network. These will be paid under the Information Technology supplies/materials/media account code 100.200.355.000.450 with an available budget of \$512,837.60. The licensing agreements amounts are as follows: JAMF Pro (Mobile Device Management) is \$32,811.50; SHI (Lightspeed Systems) is \$30,800.00; GCSIT (Pure Storage) is \$10,500; GCSIT (VEEAM Backup and Recovery Software) is \$33,833; OETC (Adobe) is \$12,125; and SHI (Printer Logic) is \$12,165. The balance remaining is \$132,234.50. The length of each licensing agreement is one year. JAMF Pro terms June 30, 2023. Lightspeed Systems terms July 18, 2023. Pure Storage terms June 22, 2023. VEEAM Backup and Recovery Software terms October 18, 2023. Adobe Creative Cloud terms July 20, 2023. PrinterLogic terms July 15, 2023. There are no grant funds associated with the funding of these agreements. For compliance with Board Policy 3311, JAMF Pro cloud subscription service provides the ability to manage all District-owned Apple MacBooks, iPad, and iPhones, simplifying the process of licensed application distribution, features device tracking, and locking capabilities in case of loss or theft. JAMF also provides device usage history. Licensing is provided directly by the vendor, so it is impossible to solicit competitive bids. While JAMF pricing has increased steadily over the years, it is directly proportional to the number of devices we manage, which continues to grow more rapidly each year. It further illustrates the need for such software. For compliance with Board Policy 3311, SHI (Lightspeed Systems) is an associated re-seller with the National Intergovernmental Purchasing Alliance (IPA) that assist with contracts competitively solicited by a lead public agency in accordance with public purchasing rules and regulations. GCSIT (Pure Storage) does not apply to BP 3311 as it is under \$20,000. For compliance with Board Policy 3311, GCSIT (VEEAM Backup and Recovery Software) is an associated re-seller with the National Association of State Procurement Officials that provides public cooperative contracting for the highest valued, reliable, and competitively sourced contracts. OETC (Adobe Creative Cloud) does not apply to BP 3311 as it is under \$20,000. SHI (PrinterLogic) does not apply to BP 3311 as it is under \$20,000. This is an informational Item as the purchases of supplies, materials, and equipment are within the discretion of the Chief School Administrator or designee.

EXECUTIVE SESSION at 2:04 PM – 3:55 PM.

Frieda Nageak MOVED to go into Executive Session for the purpose of matters that may have an adverse effect upon the finances of the school district regarding the fiscal year 2022-2023 budget. Madeline Hickman SECONDED the motion. Question called. The motion carried UNANIMOUSLY.

Robyn Burke MOVED to go out of Executive Session at 2:04 PM. Frieda Nageak SECONDED the motion. Question called. The motion carried UNANIMOUSLY.

Robyn Burke MOVED that the NSBSD Board of Education DIRECT the Chief School Administrator to take necessary steps to invest or re-direct district funds currently managed by APCM in a manner consistent with the Boards intent that the primary purpose of such investments should be the preservation of capital; and further, the Board DIRECTS the administration to bring Board Policy 3430 back to the

Board at a future Board meeting for review and revision. Nora Jane Burns SECONDED the motion. Question called. The motion carried UNANIMOUSLY.

RESOLUTION 23-1, NUNAAQQUIURAT TUMITCHIADIT is presented by Chelsie Overby, Board Secretary, and read by Doreen Simmonds in Iñupiaq and Robyn Burke in English.

“Nunaaqqiurat Tumitchianit”

Footprints of Our Communities

“Uvaptignik aullarri!lasikapta nunaaqqiptigni tasutqinagikput ilisağniñat miqliqtupta... Tavraasii inillainarugut uvaptignik nunaaqipta aňalanniksraňanik. Piłlasivluguasii aňalanniña nunaaqipta. Qaunagiruksraupiağatagivut aňalanniñit Borough-m, nunaaqqiurallu, miñuaqtuğviłlu arriqaqtuksraurur Iñupiat piłgusiniñnik. Iñupiagurugut.” – Nanauq, Eben Hopson, Sr.

Iłanich qaukłinich, North Slope Borough-min, North Slope Borough School District-min, Iłisağvik College-min, Iñupiat Community of the Arctic Slope-miłlu, atautchimunjarut pisigivlugu Nunaaqqiurat Tumitchianit atanniqutiksraňiñnik.

North Slope Borough piraksrijaruq nunaaqqiuranich payaňaitquvlugich, manniqsagnikun, ukpiqutiqagnikun, piłgusiptigullu. Tavra Borough-m savaqatigisuugaich maňjuqatigiiksuat, nunaaqqit, kanňut, miñuaqtuğviich, maniññagniaqtuat tunulliliqsuqsaglugich payaňaitquvlugich piłgusivut, qapiňaisaaqlugit aňayuqaagiit savaktillu naligalluataquvlugich timim iħuağniagniñakun, suliglaurruğiksillugu suanjaruq maniññagniağniq.

Iłisağvik College ilisalluataqtitchiisuurur high school-luktuat naatchimmata, Iłitchivsaaguktuat pirrağiksitquvlugich supayaanik, tamatkualu qaqasaňjuatigun savaat, igliquvlugich taimunaaglaan suammaktaagñiñakun Iñupiat piłgusiat, uqautchiqput, piłgusikaavut, surağausivullu. Tavrasuli nuimaruagimmigaat savautivlugich miñuaqtuqtuat taamani, iłitchilluataquvlugich, savaktiulluataquvlugich North Slope Borough-mi, State of Alaska-mił. Iłisağvik College qiñiğiağniqaqtuq suamatquvlugich nunaaqqiurat ilisağnikun pirrağiksitquvlugiıılu savaaksramignun.

North Slope Borough School District-gum tikisaksriñat uvva: Iłisağniñat miñuaqtuğviptinni maňjuqaqtuq piłgusiniñnik, kiñuvaapta iñuuniagniñanik, suliuqautchiñat Iñupiat. Nuimaruagigikput, sivunniugutigikput qaunatiqutigikpullu iłaalitisağlugich aňayuqaagiıılu nunaaqqiurallu qağapkiğlugich pisigilugich miñuaqtuğniñat qutchiksuakun igliqugaluaqługich aasii miñuaqtuqtaurat inna piłalutiñ...

1. Qimilguııłalutiğlu isumatulutiğlu pisuğlutiñ iñuullasiıutiñ allañjuksağataqtuami nunaaqptigni;
2. _____ Iqiııłutiñ, qaunatiqıglutiñ ikayuqtigiıglutiğlu nunaaqqiuramigni; sulii
3. Nalupqisunııłutiñ, nutaqqat timiktiñ iħuağniagniñat malıguağlugu, suna piraksrauqpan qiñiqtuuraallalugu, sivunniullalutiğlu inmik iñuuniagniqtiñ aňalallalugich tumitchiaksraňich.

Tikisaksriñat Iñupiat Community of the Arctic Slope-gum: attuağilugich aippaaniñ qaņa paisavut ataniğnaqullu pisigivlugich maňjuqatiivut; tammatchaiııługit qaunagilluatağlugiıılu nunavut sulii anniqsuutauruat nunamun; taputilugik aňuniagniq sulii nunam iħuağniagniña; nappağlugi iglaupkağlugiıılu nalaunjaruakun igliqtuat taputilugi ikayuqtitchirit iñugnun malıguağlugich Kiñuniipta Aňalatchiniñat Pitqurakun; Iłalaaglugiıılu allagiııłaaruanik sulii nakuuniqsraňiñnik ikayuutinik anniqsuutausuuruat maňjuqatiptiñnun sulii kiñuvaaksraptignun. ICAS-gum sivunniugutipııallaña tavra qaunaksriyumaagłutiñ Iñupianun, nunaptignun, niğrutiptignunlu maani irrituruami nunami.

North Slope Borough-lu, North Slope Borough School District-lu, Iłisağvik College-lu, Iñupiat Community of the Arctic Slope-lu aňalatchirillaaniıılu iviğaumagigai ukua...

1. Innainniġman nunaqqiqput naumaruamiglu tuniqsimmaagiksuamiglu inillaaniġamaruq taimaŋŋaqaŋa ataniġnaqutinik, inmiktitun aŋalatchisugniq, paammaġiksillutiglu isummatigimmagi miŋuaqtuġniġat North Slope-gum iŋuŋisa; suli
2. Innainniġman sappinnaqutit apqusaagtavut inillaktuksrauligŋiqsuat miŋuaqtuġviptinniġu iġisaqvigmiġu savaannalluataksramignik piġiġasiŋiġat iġuaqsrugumiŋaġniaqtut; suli,
3. Innainniġman uvagut, nunaqqiptinni iġaalliġiġkġuta, piviksringagaatigut sivunmuktaaquvlugit nunapta iġisaġniġi, iġisaqvigmiġu savaannalluataksramignik, suli savaaksramignik naligallasiġutin; suli,
4. Innainniġman paammaġiġksilluta inillaiŋarugut taiŋiġaqtuamik “*Nunaqqiurat Tumitchianit*” isumalaagutigisaġlugich, aŋalatchaġlugich, suli isagutisaġlugich allaiŋuġniġniġksrat iġuaqsinmugniġnikun miŋuaqtuġviich iġisaqvigmiġu savaannalluataksramignik piġiġasiŋiġat; suli
5. Innainniġman *Nunaqqiurat Tumitchianit* piyummaticapiaġlutin akuqtuġtaġigai nuimaruaġivlugi atuġniaqtavut ikayuutit pigisaġlugu nalaunŋaruakun atunim iġisaġniġnikun ikayuutit pisuutillu miŋuaqtuġupayauranun, iŋuŋiŋiġuġu North Slope-gum nunaqqiurallaaiŋiŋi; suli
6. Innainniġman qapiŋaiġluta naalaġniġiaġivut nutaġauravut; nalunaiġsiġluta qimilġuugaksranik piviksraġallasilugiġu nutaqqat patiktillugi tamatkua nakuġisuuraŋiġu savaaġillaturaiŋiŋiġlu; suli
7. Innainniġman unisquġiġluta atautchikun taiŋiġaqtuamik “Atautchimukta,” sapukutat piġlugich aasii savaqatigilugich nunaqqiuraniġtuat patiktitchaġlugi ikayuutit allaiŋuġniġniġksrapiaġataqtuamun savalluatapiaġmagaanlu; suli
8. Innainniġman unisquġiġluta uqautchiqput suamapiaġataquvlugu qutchiksuakun igliquvlugi tusaammaticupta; suli
9. Innainniġman maliguaġniġiaġivut inillaaniġaruat kiŋuniġpta apqusaaganiġaraŋi iġuaqsruiŋaisa sapuqutauruat pagmapak apqusaagtavut, taipkua suaŋŋatiŋaniŋ inillaaniġaruaniŋiġu North Slope-gum iŋuqqaaiŋiŋiŋ savaglatalu sivunmun taimanigu tikitkuptigu; suli
10. Innainniġman igliqtinniġiġkput nakuuqsaġlugich savaktavullu nalaunŋaruakun atunimlu iŋupayauranunlu qanutun ukiuqtutilaaqagaġluaglich aasii nalaullugu Iŋupiat uqautchiŋat, iŋuuniġusiŋat, piġusikaavullu qanuq savalluataġniġ sivuniġaġmagaan uumuŋa *Nunaqqiurat Tumitchianit* iŋupayaurallu North Slope-miittuat.

Tainnainniġman Inillagli North Slope Borough-miittuat, North Slope Borough School District-miittuat, Iġisaġvik College-miittuat, Iŋupiat Community of the Arctic Slope-miittuallu suli aŋalatchiruat taapkunani savaaġiniġniġiaġniġlugu avanmun akuqtuġlugu sivunniutiŋat *Nunaqqiurat Tumitchianit*.

Nalunaiġlugu;

“Nunaqqiurat Tumitchianit”

Footprints of Our Communities

“Possibly the greatest significance of home rule is that it enables us to regain control of the education of our children... We have been successful in establishing our own home rule government. We have been able to achieve self-government. We must strive to insure that our Borough, our city governments and our school systems reflect our Iŋupiat ideals. We are Inupiaq.” - Eben Hopson, Sr.

The Members of the North Slope Borough, North Slope Borough School District, Iḷisaġvik College, and Iñupiat Community of the Arctic Slope and their respective Administrations came together to create the guiding principles of the *Nunaaqqiurat Tumitchianit*.

The North Slope Borough is committed to having healthy communities, economically, spiritually and culturally. The Borough works with the tribes, cities, corporations, schools, and businesses to support a strong culture, encourage families and employees to choose a healthy lifestyle, and sustain a vibrant economy.

Iḷisaġvik College provides quality post-secondary academic, vocational and technical education in a learning environment that perpetuates and strengthens Iñupiat culture, language, values, and traditions. It is dedicated to serving its students and developing a well-educated and trained workforce who meet the human resource needs of North Slope employers and the state of Alaska. Iḷisaġvik College Vision is to help build strong communities through education and training.

The North Slope Borough School District mission statement: Learning in our schools is rooted in the values, history and language of the Iñupiat. Our priority, purpose and responsibility is to partner with families and community to provide high-quality education resulting in students that are...

1. Critical and creative thinkers able to adapt in a changing environment and world;
2. Active, responsible, contributing members of their communities; and
3. Confident, healthy young adults, able to envision, plan and take control of their destiny.

The mission of Iñupiat Community of the Arctic Slope is to exercise its sovereign rights and powers for the benefit of tribal members, to conserve and retain tribal lands and resources including subsistence and environmental issues, to establish and carry-out justice systems including social services pursuant to Inupiat Tribal law customs, and to increase the variety and quality of services provided to current tribal members and for our future generations. The core purpose of ICAS is to be the caretakers of the Inupiat people, land, and animals of the Arctic Slope.

The Members of the North Slope Borough, North Slope Borough School District, Iḷisaġvik College, and Iñupiat Community of the Arctic Slope and their respective Administrations hereby agree...

1. Whereas our region has a rich and dedicated history of sovereign leadership, self determination, and cooperation when considering education of the people of the North Slope; and
2. Whereas the complex challenges we face requires our regions educational, career and technical training efforts always be improved upon; and
3. Whereas we, as regional partners, are entrusted with furthering our region's educational, career and technical trainings, and employment opportunities; and
4. Whereas we have formed a formal collaborative group which we have named "*Nunaaqqiurat Tumitchianit*" to consider, administer, and execute initiatives which will positively impact educational and career & technical training efforts; and
5. Whereas *Nunaaqqiurat Tumitchianit* agrees in good faith that we will dedicate and utilize our resources to achieve equity in educational services and outcomes for all the students and residents of all North Slope communities; and
6. Whereas we will proactively involve and listen to our youth; design solutions and provide opportunities that align with their passions and interests; and

7. Whereas we will commit as one, “Atautchimukta,” to breakdown silos and collaborate with community stakeholders to align resources for maximum impact and accountability; and
8. Whereas we commit to using strength-based language and to assume positive intent in all communications; and
9. Whereas we will be guided by our historical experiences while presenting solutions responsive to our current circumstances, drawing from the strengths and history of the people of the North Slope and working towards achieving a better future; and
10. Whereas we will continue to improve success and equity for residents of all ages while centering Inupiaq language, culture, and traditional values in defining what success means to *Nunaaqqiurat Tumitchianjit* and all the people of the North Slope.

Now therefore be it resolved the Members of the North Slope Borough, North Slope Borough School District, Iḷisaġvik College, and Iñupiat Community of the Arctic Slope and their respective Administrations indicate commitment to this work and the shared agreements of *Nunaaqqiurat Tumitchianjit*.

Signed;

“Nunaaqqiurat Tumichianjit” Footprints of Our Communities, is a joint resolution between each organization to adopt to share their agreement of the guiding principles set out in the resolution indicating each organizations commitment for the betterment of the communities on the North Slope. This resolution, under the North Slope Borough School District, will be referenced as Resolution 23-01. On January 26-27, 2022, members of the North Slope Borough Assembly, North Slope Borough School District Board of Education, Iḷisaġvik College Board of Trustees, and Iñupiat Community of the Arctic Slope Council created five workgroups to improve on the following initiatives: Student Outcomes; Workforce Development: Technical Training Center; Comprehensive Plan on Broadband and Infrastructure; Residential Learning Center; and Collaboration, Cooperation, & Consolidating Maintenance. A steering committee oversees these workgroups with representatives from each organization. The meetings of these organizations have been re-named to “Nunaaqqiurat Tumitchianjit” translated to the Footprints of our Communities. One of the work groups, Collaboration, Cooperation, & Consolidating Maintenance has been removed as efforts are already in place.

Frieda Nageak MOVED that the NSBSD Board of Education ADOPT NSBSD Resolution 23-01, a Joint Resolution and Guiding Principles for Nunaaqqiurat Tumichianjit, the shared agreements between the North Slope Borough, North Slope Borough School District, Iḷisaġvik College, and Iñupiat Community of the Arctic Slope. Robyn Burke SECONDED the motion. Question called. The motion carried in a roll call vote of five yes, one no.

Magdelina Stringer, Student Representative – Yes	Arianna Hart, Student Representative – Excused
Nora Jane Burns – Yes	Madeline Hickman - Yes
Qaiyaan Harcharek – No	Robyn Burke – Yes
Frieda Nageak – Yes	Nancy Rock – Yes
Charles Brower – Excused	

EMPLOYMENT OF RELATIVES is presented by David Vadiveloo, Chief School Administrator. This agenda item meets Strategic Plan Goals 1.0 Student Success, 1.4 Iñupiaq Language & Culture, 1.6 Place-Based Learning, 2.2 Community in the School, 3.0 Staff Success, 3.2 Homegrown Workforce, 3.4 Staff Cultural Integration, and 4.0 Financial & Operational Stewardship. This follows the following Board

policies: Board Policy 4112.8/4212.8/4312.8 Employment of Relatives and Board Policy 4212, Appointment and Conditions of Employment. In an effort to strengthen and expedite the re-integration of the ILF and Mapkuqput frameworks into our school district, the Administration is seeking to engage a number of Elders and language and culture experts who have worked previously for the District and who understand and support the urgent need to address the learning outcomes and needs of our students. As part of that initiative the Administration has temporarily hired or is seeking to temporarily hire Elders including Martha Stackhouse, Elsie Itta, Evelyn Williams, Nutaaq Doreen Simmonds, Etta Fournier, Rex and Leona Okakok, Louisa Riley, Lilian Lane and Dr Edna MacLean. The Administration is further recommending the temporary contracting of Dr Jana Harcharek, direct relative of Board member Qaiyaan Harcharek, as a programming, technical and content consultant for the Iñupiaq Education department and the Curriculum and Instruction Department. In order for an immediate family member of a Board member to be employed, it requires that the person is the most qualified person for the contract, the approval of the school board and written approval from the Commissioner of Education. Should the Board approve this recommendation and after approval from the Commissioner of Education, a contract would be provided to the Board for consideration as required. Dr Harcharek is an internationally recognized expert in Indigenous education, place-based education and is a former director of the Iñupiaq Education Department. Dr Harcharek was an architect of both the Iñupiat Learning Framework (ILF) and the Mapkuqput which represent the platform of the NSBSD placed based curriculum. The Superintendent certifies that Dr Harcharek is the most qualified person to assist the District to re-align its curriculum with the ILF and support the Administration to align the delivery of educational services with international best practice in order to create a foundation for excellence in academic outcomes through a culturally responsive place based curriculum. This is a temporary contract that will enhance academic programming and support the sustainable transfer of skills and knowledge to current NSBSD staff, in particular providing important intergenerational transfer of skills and knowledge to the new leadership of the Iñupiaq Education Department.

Board member Qaiyaan Harcharek ABSTAINED from this agenda item, Employment of Relatives, as he is directly related to Dr. Jana Harcharek.

Robyn Burke MOVED that the NSBSD Board of Education direct the administration to seek written approval from the Commissioner of Education in accordance with Board Policy 4112.8/4212.8/4312.8 Employment of Relatives. Frieda Nageak SECONDED the motion. Discussion called. Question called. The motion carried UNANIMOUSLY, with one abstention.

Board member Madeline Hickman requested administration communicate this information with the Iñupiaq Language Teachers and administrators.

IĻISAĠVIK COLLEGE MEMORANDUM OF AGREEMENT is presented by Caitlin Santos, Director of Curriculum & Instruction. This agenda item is under Board Policy 1400, Relations Between Other Governmental Agencies and the Schools, and Board Policy 3312, Contracts. The North Slope Borough School District collaborates with IĻisaġvik College to support dual credit for students. The dual credit program is designed for high school students who want to get a jump on their college careers. As part of the agreement, the North Slope Borough School District and IĻisaġvik College agree to cooperate in the following areas: Courses offered for both high school and college credit; Sharing of facilities and instructors; Sharing testing resources; and Sharing calendar and schedule. Tuition for courses designated “Internal Dual Credit” conducted or facilitated by NSBSD staff during the NSBSD contractual day will be waived. Any other fees will be mutually agreed upon on a per-course basis. Tuition, registration fee, applicable course fees, and cost of materials for courses designated “External Dual Credit” will be equally absorbed by both parties. Total costs incurred for all dual credit instruction will be shared equally by both

parties (course and/or supply fees are not to exceed \$500 per student per course with exception of HEO 104 with a \$750 course fee). Iļisaġvik College will inform NSBSD of the number of “External Dual Credit” students with associated costs no later than College’s official drop date. This is three weeks after the start of the semester. NSBSD teachers hired as adjunct professors to teach offerings outside of the NSBSD contractual day will be paid by Iļisaġvik College. Included is the Memorandum of Agreement for additional details. The length of the contract is effective as of January 13, 2022 and shall continue indefinitely or until one party requests termination of this agreement. Revisions were made at the April 21, 2022 joint meeting with Iļisaġvik College between both Boards for ratification at this meeting. The external dual credit tuition cost approval will be effective this 2022-2023 fiscal year, commencing upon approval by the Board and term June 30, 2023. The external dual credit costs, as stated in the Memorandum of Agreement would come out of the Curriculum & Instruction Professional & Technical budget account code 100.200.351.000.410 in the amount not to exceed \$30,000. There are no grant funds associated with the funding of this Memorandum of Agreement. For compliance with Board Policy 3311, this is a sole source contract as Iļisaġvik College is the only accredited tribal college in the North Slope and other options may not be feasible and will result in additional cost to the School District. As such, this is in the best financial interest of the School District to enter into a sole source arrangement with Iļisaġvik College.

Frieda Nageak MOVED that the NSBSD Board of Education RATIFY the revisions to the Memorandum of Agreement between Iļisaġvik College and the District; and further, APPROVE the above \$10,000 and greater proposal and related contract with Iļisaġvik College in an amount NOT TO EXCEED \$30,000, as described in this memo and related attachments. Madeline Hickman SECONDED the motion. Discussion called. Question called. The motion carried UNANIMOUSLY.

Board requested administration improve advertisement of dual credit opportunities.

IĻISAĢVIK COLLEGE BOARD OF TRUSTEES APPOINTMENT is TABLED until October.

CONTRACT OVER 10K, KBRW is presented by Chelsie Overby, Board Secretary. This agenda item is under Board Policy 3312, Contracts. The School District has utilized KBRW for many years with a scope of service providing the following: 43 weeks of airtime, staff, and facilities for a weekly, one-hour informational radio talk show, featuring the NSBSD highlights and monthly School Board Meeting, live or pre-recorded; The show content will be the responsibility of the underwriter and must fall within the programming policies of KBRW; and Mention in all promotional announcements aired throughout the season. KBRW is a non-commercial, community radio station owned and operated by Silakkuagvik Communications, Inc. of Utqiagvik, Alaska. KBRW broadcasts a diverse and vibrant program schedule to the North Slope communities of Utqiagvik, Point Hope, Point Lay, Wainwright, Atqasuk, Nuiqsut, Prudhoe Bay, and Kaktovik; including, essential information services such as Emergency Alert System, and AMBER announcements; severe weather warnings; and local, regional, state, national, and international news as well as entertainment programming to a combined listening population of more than 10,000. The residents of these communities rely on KBRW for instantaneous information regarding emergencies and weather-related threats. The length of the contract is for Fiscal Year 2023, August 2022 – May 2023. This will be paid under account code 100.200.511.000.410 in the amount of \$12,000 with an available budget of \$79,575.00. There are no grant funds associated with the funding of this agreement. For compliance with Board Policy 3311, it is a sole source agreement as KBRW is the only broadcasting radio station in the North Slope which the residents rely on for essential information services. This service is also under \$20,000 and is not applicable.

Frieda Nageak MOVED that the NSBSD Board of Education APPROVE the above \$10,000 and greater proposal and related contract with Silakkuagvik Communications, Inc., in an amount NOT TO EXCEED \$12,000, as described in this memo and related attachments. Madeline Hickman SECONDED the motion. Question called. The motion carried UNANIMOUSLY.

CONTRACT OVER 10K, LEADER IN ME is presented by Lori Roth, Director of Student Services. This agenda item is under Board Policy 3312, Contracts. In 2014, North Slope Borough School District adopted School-wide Positive Behavior Interventions and Supports as a three-tiered positive school climate intervention. Following the three-tiered model, Hopson Middle School piloted the Leader in Me program, <https://www.leaderinme.org>, during the 2021-2022 school year. During the 22-23 school year, Nuiqsut Trapper School and Nunamiut School began Leader in Me implementation. The Leader in Me framework provides an evidence-based structure for creating and nurturing leadership among school staff, students, families, and the extended community based on Franklin Covey's 7 Habits for Success. The Student Services Office will work in collaboration with the Inupiaq Education Department to support Nuiqsut Trapper School, Nunamiut School, and Hopson Middle School to nurture high standards for academics focusing on an infusion of culture and leadership. The Leader in Me framework is based on a three-pronged approach: high academic standards, cultural infusion, and leadership. Professional Development training and on-line resources will support staff, students, and families to learn skills and values necessary to empower themselves to become leaders. The length of this contract is July 1, 2022 through June 30, 2023. This MOA is funded through the Title IV, At Risk Youth Funds, Nuiqsut Trapper School Improvement Grant, and Nunamiut School Improvement Grant. This MOA will fund up to 2 professional development days per site to include training, coaching, and follow-up support for site administration, SAC members, and all building staff (administrator, secretary, ILT, home-school facilitator, M&O staff). Contractor days per site may not exceed 3,500.00 per day per site for a total not to exceed \$17,500.00. All training, coaching, and follow-up supports will be provided via distance. No travel expenses are associated with this MOA. NSBSD will purchase the annual on-line subscription of Leader and Me resources for each participating school. The on-line subscription will be grant funded and not to exceed \$5,100.00 per school for a total expense of \$15,800.00. The respective contract and related services are temporarily being encumbered under the School District Main Operating Fund Budget Code 100.200.220.000.410 and 100.200.220.000.450. Such contractual obligations will be encumbered through Grant Funding specifically within fund 272. 200.100.000.410 (Title IV), 265.430. 100.000.450 (AKP SIG), 265.450.100.000.450 & 265.450.100.000.410 (NUI SIG). Currently, there are no Grant Awards and no available budget for the corresponding MOA to be encumbered to such Special Revenue Fund. The Title IV and School Improvement Applications are in process and it is expected that the district will continue to receive a Grant Award for such Program Services for FY22-23, in which at that time the identified encumbrance can be transferred over to the respective Special Revenue Fund and alleviate the encumbrance from the School District Main Operating Fund. A budget line transfer is not necessary. This MOA is funded through Title IV (272), Nuiqsut Trapper School Improvement Grant, (265.450) and Nunamiut School Improvement Grant (265.450). In accordance with Board Policy 3311, this is a sole-source MOA. As per the attached memo, due to copyright and the unique approach based on evidence-based materials that are under sole ownership of Franklin Covey, no other organizations can provide the training or materials required. Please see attached sole-source memo. In accordance with grant requirements, the funding source, Department of Education & Early Development was contacted during the 2021-2022 school year and approve expenses as described in the application. They could not speak to school district procurement regarding sole-source over 10K MOA purchases.

Madeline Hickman MOVED that the NSBSD Board of Education APPROVE the above \$10,000 and greater proposal and related contract for the Franklin Covey, Leader in Me Program, in the amount of

\$33,300 as described in this memo and related attachments. Frieda Nageak SECONDED the motion. Discussion called. Question called. The motion carried UNANIMOUSLY.

Board members requested the MOA format be updated, to provide a report on the impact this program has in each school at an appropriate time, and inquire if other schools will participate.

CONTRACT OVER 10K, SERRC is presented by Dennis Niedermeyer, Acting Director of Finance. This agenda item meets Strategic Plan goals 4.0 Financial & Operational Stewardship, 4.2 Financial Stewardship/Management, and 4.5 Technology. In accordance with applicable Board Policy 3312, contracts and memorandums of agreements \$10,000 or greater require Board approval. The Schools and Libraries Program, commonly known as "E-rate," provides discounts to assist schools and libraries obtain affordable internet access. SERRC Alaska Educational Resources center has provided services to the School District for many years surrounding the overall E-Rate management and submission of required state and federal applications for the annual E-Rate and Broadband Assistance Grant applications. The FY23 school year projected funding is approximately \$5.1 million. SERRC service is essential in securing this funding. The length of the contract commences on the date of execution of the agreement and ends as of June 30, 2023. The identified funding source is derived from the following Professional and Technical account code 100.200.355.000.410 in the amount of \$26,500. Provisions have been made to have this contract in this Fiscal Year 2022-2023 budget and does not require a budget line transfer. There are no grant funds associated with the funding of the identified contracts. For compliance with Board Policy 3311, this is a sole source contract. As noted above, the School District has utilized SERRC for a number of years with their assistance in the E-Rate and Broadband Grant applications. SERRC also provided guidance and assistance with the RFP process for securing necessary internet services. SERRC is the sole remaining Regional Resource Center established by the State of Alaska to provide services to school districts. As such, it would be in the best interest of the School District to continue its working relationship with SERRC and waive such requirements set out in BP 3311 as they do not apply.

Robyn Burke MOVED that the NSBSD Board of Education APPROVE the above \$10,000 and greater proposal and related contract with SERRC, in an amount of \$26,500 as described in this memo and related attachment. Nora Jane Burns SECONDED the motion. Discussion called. Question called. The motion carried UNANIMOUSLY.

Board discussion regarded identifying department compliance and reporting.

CONTRACT OVER 10K, ARCTIC FIRE & SECURITY is presented by Steve Cropsey, Director of Maintenance & Operations. This agenda item is under Board Policy 2210, Administrative Leeway in Absence of Board Policy, Board Policy 3312, Contracts, and Board Policy 3510, Maintenance. The North Slope Borough School District requires periodic maintenance of all heating, ventilation, air conditioning (HVAC), as well as yearly inspection and recertification of all fire detection and suppression systems. The scope of services for this contract is to provide recertification of fire alarm systems, test kitchen hood system, and test sprinkler systems. Under BP 2210 and BP 3510, the District engaged Arctic Fire & Security to test and re-certify each school site on August 1, 2022. The contract will term as the work is completed, prior to July 30, 2023. This will be paid under Professional and Technical to 100---.600.000.410 in the amount of \$178,500. This is applied to each site's location account code. The available budget under 100.200.600.000.410 is \$131,801.92. A budget line transfer is necessary. For compliance with Board Policy 3311, This is a sole source contract with AFS. The North Slope Borough School District and the North Slope Borough has a long-standing relationship with AFS as they continue to provide quality work and are familiar with the School District's facilities. Additionally, AFS will be able to

proceed with work immediately and without the delay since they understand the complexities of the North Slope Borough School District's systems.

Robyn Burke MOVED that the NSBSD Board of Education RATIFY the above \$10,000 and greater proposal for Arctic Fire and Security in the amount of \$178,500, as described in this memo and related attachments. Madeline Hickman SECONDED the motion. Discussion called. Question called. The motion carried UNANIMOUSLY.

Board discussion regarded the schedule and system certification.

ICAS EMERGENCY MANAGEMENT PROJECT is presented by David Vadiveloo, Chief School Administrator. This agenda item is under Board Policy 1330, Use of School Facilities, and Board Policy 1400, Relations Between Other Governmental Agencies and the Schools. Inupiat Community of the Arctic Slope (ICAS) was awarded a grant by the Center for Disease Control and Prevention (CDC) and authorized an emergency management project for eight Emergency Operation Centers (EOC) in each tribal community. This will be a region-wide tribal emergency management system in partnership with the North Slope Borough Office of Emergency Management coordinating alerts and warnings to communities and improving situational awareness when disasters are impending or have occurred. These Emergency Operation Centers will support on-scene activities throughout incidents and assisting with resource requests, providing communication between the emergency response teams and all supporting organizations assisting throughout the incident. In each EOC, an ICAS-EM Coordinator will operate to provide situational awareness of incidents, emergencies, and disasters; update the Alert and Warning / Public Notification program; and document all disaster related costs for ICAS-EM in the event of a disaster. This coordinator will have planning and training per the current Emergency Management standards. ICAS is requesting a dedicated space in each village for an Emergency Operation Center. In order to assess the feasibility of the project, Barrow High School in Utqiagvik has been identified as a potential location for assessment. August through September, ICAS EOC team will also seek to identify other locations in the villages, which may include another school facility or pre-fabricated building or construction on a school site.

Board discussion regarded the timeline. The feasibility will be made in September and the determination of the additional village site has not been made.

Robyn Burke MOVED that the NSBSD Board of Education APPROVE the assessment of Barrow High School as a potential Emergency Operation Center; and additionally, one other village site. Madeline Hickman SECONDED the motion. Question called. The motion carried UNANIMOUSLY.

BOARD POLICY UPDATE: SECOND READING OF BP 0410, BP 4030, and BP 5145.3 is presented by Chelsie Overby, Board Secretary, and read by Robyn Burke, Board Clerk. This agenda item is under Board Policy 9311, Board Policies. The Board is presented with these anti-discrimination policies for second reading and adoption as no further revisions were received from the Commission for Human Rights. These policies are: Board Policy 0410, Nondiscrimination in District Programs and Activities; Board Policy 4030, Nondiscrimination in Employment (All Personnel); and Board Policy 5145.3, Nondiscrimination As directed by the Commission for Human Rights and as part of a settlement agreement between the District and a former employee, a proposed anti-discrimination policy and an associated pamphlet for distribution to all schools was required to be sent to the Commission for review no later than May 11, 2022. The Commission for Human Rights approved the policy language; and further, the NSBSD Board of Education approved the first reading of these policies BP 0410, BP 4030, and BP 5145.3 at the May 10, 2022 Regular Meeting. The change to Board Policy 0410, Nondiscrimination in

District Programs and Activities, incorporates language from existing policy BP 1312.3, Public Complaints Concerning Discrimination. The policies are read as:

BP 0410 NONDISCRIMINATION IN DISTRICT PROGRAMS AND ACTIVITIES

Note: District policies must assure equal opportunities and nondiscrimination as required by federal and state law. Discrimination in education programs and activities is prohibited by Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Vocational Rehabilitation Act of 1973, the Individuals with Disabilities Education Act and the Americans with Disabilities Act. The Office for Civil Rights of the U.S. Department of Education has authority to enforce these laws in all programs and activities that receive federal funds. AS 14.18.010-.100 prohibit discrimination on the basis of gender and race. AS 14.18.090 provides that the State Board shall withhold state funds from districts determined to be out of compliance with state nondiscrimination laws, when measures ordered to remedy the situation have been ineffective.

The School Board is committed to equal opportunity for all individuals in education. District programs and activities shall be free from discrimination based on age, gender, race, color, religion, national origin, ethnic group, marital or parental status, genetic information, physical or mental disability, or any other unlawful consideration. The Board shall promote programs that ensure that discriminatory practices are eliminated in all district activities. District programs and facilities, viewed in their entirety, shall be readily accessible to individuals with disabilities. The Superintendent shall ensure that interested persons, including individuals with disabilities, can obtain information about the programs, facilities, and activities available to them.

Note: Federal Regulations (45 CFR, Section 86.9) require federal aid recipients to take "continuing steps" to notify applicants for admission, students and parents that, in compliance with Title IX, they do not discriminate on the basis of gender in their educational programs or activities. Title VI mandates that prior to the beginning of each school year, recipients of federal funds advise students, parents and the general public that all vocational opportunities will be offered without regard to race, color, national origin, gender or disability. Pursuant to Title VI, if the district serves a community of limited-English speaking persons, the notification must also be published in the language of that community and include a statement that lack of English skills will not be a barrier to participation in vocational education programs.

The School Board recognizes that the district has primary responsibility for ensuring that it complies with state and federal laws and regulations governing educational programs. The Superintendent or designee shall establish procedures to investigate and seek to resolve complaints alleging unlawful discrimination related to educational programs and activities.

The Board acknowledges and respects student and employee rights to privacy. Complaints shall be investigated in a manner that protects these rights.

(cf. 1340 – Access to District Records)
(cf: 4112.6/4212.6/4312.6 – Personnel Records)

(cf. 5215 – Student Records)Discrimination against employees should be reported and addressed in accordance with Board Policy 4030.

Discrimination against students should be reported and addressed in accordance with Board Policy 5145.3.

Discrimination against individuals other than students and employees should be reported to the local site administrator to be appropriately investigated and addressed, save complaints that a site administrator has engaged in discrimination which should be reported to the Assistant Superintendent.

The Board prohibits retaliation in any form for the filing of a complaint, the reporting of instances of discrimination, or for participation in complaint procedures.

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

(cf. 1312.1 - Public Complaints Concerning School Personnel)

(cf. 1312.2 - Public Complaints Concerning Instructional Materials)

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

The Superintendent shall annually notify staff, students, and parents of the district's policy on nondiscrimination and related complaint procedures. *(cf. 1312.3 - Public Complaints Concerning Discrimination)*

(cf. 4030 - Nondiscrimination in Employment)

(cf. 5145.3 - Nondiscrimination)

(cf. 6141.3 - Multicultural Education)

(cf. 6164.2 - Guidance and Counseling Services)

(cf. 6178 - Vocational Education)

Legal References:

ALASKA STATUTES

AS 14.18.010 - 14.18.1010 Prohibition Against Sex and Race Discrimination in Public Education

14.20.035 Evaluation of training and experience

AS 18.80.200 - .255 .225,.255

AS 47.80.010 Rights of persons with disabilities

ALASKA ADMINISTRATIVE CODE

AAC 06.500 - 4 AAC 06.600 Prohibition of Gender or Race Discrimination

UNITED STATES CODE
Title VI and Title VII, Civil Rights Act of 1964, 42 U.S.C. §§ 2000d-2000d-7

Title IX, Education Amendments of 1972, 20 U.S.C. §§ 1681-1688

Vocational Rehabilitation Act of 1973, Sections 503 and 504, 29 U.S.C. § 794

Individuals With Disabilities Education Act, 20 U.S.C. §§ 1401-1491

Americans With Disabilities Act, Title II, as amended by the ASAAA of 2008, 42 U.S.C. §§ 12101-12213

Age Discrimination In Employment Act, 29 U.S.C. §§ 621-634

Vietnam Era Veterans Act, 38 USC 2011 et seq.

Age Discrimination Act of 1975

Equal Pay Act of 1963

Genetic Information Nondiscrimination Act of 2008

Family Education Rights and Privacy Act, 20 U.S.C. 1232g

Adopted 6/01

Revised 9/97 - AASB

Reviewed 7/02

Revised /22

BP 4030 NONDISCRIMINATION IN EMPLOYMENT (All Personnel)

The district and its employee shall not unlawfully discriminate against employees in the terms and conditions of employment or job applicants with regard to consideration of their application on the basis of sex (including pregnancy), race, color, religion, creed, national origin, ancestry, age, marital status or a change in marital status, parenthood, physical or mental disability, veteran status, citizenship, genetic information, or good faith reporting on a matter of public concern (whistleblower) or any other status protected by law.

Equal opportunity shall be provided as and to the extent required by law to all employees and applicants in every aspect of personnel policy and practice. The district shall not discriminate against physically or mentally disabled persons who, with reasonable accommodation, can perform the essential functions of the job in question.

All staff members are prohibited from engaging in discrimination, retaliating against any staff member for complaining about discrimination, or from failing to report discrimination.

(cf. 4119.12/4219.12/4319.12 - Harassment)

(cf. 4119.41/4219.41/4319.41 - Employees with Infectious Disease)

Reporting Discrimination

Staff shall immediately report incidents of discrimination to ~~a supervisor~~, the site administrator or to a site designee to be identified at each school site as being responsible for receiving such reports. or designee, or Superintendent. Violations of this policy should be reported even if the person committing the conduct is not a staff member or student of NSBSD. Any employee other than the site administrator who receives a complaint of discrimination or has reason to believe that discrimination has occurred is responsible for ensuring that is reported to the site administrator. The site administrator or designee shall promptly investigate each complaint of discrimination in a way that ensures privacy, to the extent possible, of all parties and submit a written report detailing their investigation, findings, and recommendation to the Director of Human Resources for review and determination whether additional investigation is needed or remedial action is warranted.

Reports of discrimination involving a site administrator shall be made directly to the Director of Human Resources who shall be responsible for investigation and providing a written report detailing their investigation, findings, and recommendation to the Assistant Superintendent.

Reports of discrimination involving the Director of Human Resources shall be made to the Assistant Superintendent who shall be responsible for investigation and for providing a written report detailing the investigation, findings, and recommendation to the Superintendent.

Reports of discrimination involving the Assistant Superintendent shall be made to the Superintendent.

In no case shall a staff member bringing a good faith complaint be required to resolve the complaint directly with the offending person.

The Board will not tolerate retaliation against any staff member who, in good faith, makes a report under this policy or who provides information regarding any complaint. Staff members must cooperate with NSBSD during any investigation of discrimination by providing information. North Slope Borough School District encourages its staff members to report any potential discrimination.

If NSBSD determines that discrimination has occurred, appropriate corrective and/or disciplinary

action will be taken against the person who violated this policy. Failure of an employee to observe and implement this policy shall be grounds for disciplinary action, including dismissal.

Publication of Nondiscrimination Policy

The Superintendent or designee shall publicize this policy annually throughout the district and the community.

The new hire packet for each district employee shall include reference to Board Policy 0410, Board Policy 4030, and Board Policy 5145.3 and information regarding the processes for reporting discrimination.

The District shall provide annual training to all employees about applicable laws governing nondiscrimination, including the importance that the District places on education, training, accountability and compliance, changes or new developments in antidiscrimination law, the requirements of state and federal law including both the Americans With Disabilities Act and the Alaska Human Rights Act, the forms, methods and manners of violations, the obligations of both supervisory and nonsupervisory employees if they become a victim of, witness to, or become aware of potentially discriminatory behavior or receive a complaint of discrimination, information regarding rights and remedies including the procedure for initiating a complaint of discrimination, and assurances that employees will not be retaliated against for reporting potential discrimination in good faith or for providing information during investigation of a complaint. In addition, annual training for all employees at the level of assistant principal and above shall include a session on their responsibilities to implement District antidiscrimination policy.

The Superintendent or designee shall use the most efficient and effective manner reasonably available to disseminate and train staff on this policy and document the receipt of such training. To the extent practical, the Superintendent shall use electronic media or other software to accomplish training and document same.

Reporting Matters of Public Concern/Whistleblowing

A staff member who is making an initial whistleblower report must first submit the report to the staff member's immediate supervisor unless the staff member reasonably believes that it would be futile to report to the supervisor, that an emergency exists, or that reprisals or discrimination would result, in which case the staff member can follow the harassment reporting procedures described above.

Employee protections and obligations regarding reports on matters of public concern are fully stated in Alaska Statutes 39.90.100-150.

For purposes of this policy "good faith reporting of a matter of public concern" means a violation of federal, state, or local law (including School Board policy), a danger to public health or safety, gross mismanagement (including a substantial waste of funds or clear abuse of authority) or a matter under investigation by a duly authorized ombudsman. A report may not disclose any information that is legally required to be kept confidential.

(cf. 1312.3 - Public Complaints Concerning Discrimination)

Legal References:

ALASKA STATUTES

- AS 14.18.010 Discrimination based on sex and race prohibited
- AS 14.18.020 Discrimination in employment prohibited
- AS 14.18.090 Enforcement by state board of education and early development
- AS 18.80.220 Unlawful employment practices
- AS 18.80.225 Unlawful practices by the state or its political subdivision
- AS 39.90.100 Nondiscrimination - Protection for whistleblowers

ALASKA ADMINISTRATIVE CODE

- 4 AAC 06.510 Discrimination in hiring practices

UNITED STATES CODE

20 U.S.C. 1683 et seq. Civil Rights Restoration Act
29 U.S.C. 621 et seq. Age Discrimination In Employment Act
29 U.S.C. 791 et seq. Vocational Rehabilitation Act of 1973, Sections 503 and 504
38 U.S.C. 2011 et seq. Vietnam Era Veterans' Act
38 U.S.C. 4301 et seq. Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA)
42 U.S.C. 12101 et seq. Americans With Disabilities Act
Genetic Information Nondiscrimination Act of 2008
Equal Pay Act of 1963

Adopted 6/01
Revised 9/93 - AASB
Revised 4/11
Revised _/22

BP 5145.3 NONDISCRIMINATION

Note: 4 AAC 51.270 mandates districts to adopt policies to assure equal opportunities and nondiscrimination.

Consistent with Board Policy 0410, District programs and activities shall be free from discrimination with respect to sex, race, color, religion, national origin, ethnic group, marital or parental status, physical or mental disability, and sexual orientation. The School Board shall ensure equal opportunities for all students in admission and access to academic courses, guidance and counseling programs, athletic programs, testing procedures, vocational education, and other activities.

(cf. 0410 - Nondiscrimination in District Programs and Activities)
(cf. 1312.3 - Public Complaints Concerning Discrimination)
(cf. 5145.7 - Sexual Harassment)

Separate arrangements may be made for students according to sex during sex education programs and physical education activities involving bodily contact. (AS 14.18.050)

School staff and volunteers must be especially careful to guard against unconscious sex discrimination and stereotyping in instruction, guidance, and supervision.

Allegations of discrimination against students in violation of District policy should be reported to the site administrator or, if the student prefers, to the school counselor, or in the absence of a school counselor to the person at their school site designated for receiving such reports.

A school counselor or site designee receiving a complaint of discrimination against a student must promptly take steps to notify the site administrator who must appropriately investigate as necessary to determine whether discrimination has occurred and, if so, what remedy would be appropriate to rectify the situation and ameliorate the harmful effects of the discrimination.

The site administrator must submit a written report of their investigation, findings, and recommendation to the Director of Student Services.

If a person who has made a complaint of discrimination indicates to the site administrator, school counselor, or site designee (either orally or in writing) that they are not satisfied with the resolution of their complaint, that employee must so notify the Director of Student Services.

Any students who perceive that the site administrator is a participant in discriminatory conduct may present complaints of discrimination directly to the Director of Student Services for investigation in the first instance. Complaints of discriminatory conduct by the Director of Student Services should be made to the Assistant Superintendent for investigation.

(cf. 5030 - School Discipline and Safety)
(cf. 6164.2 - Guidance and Counseling Services)

Legal References:

ALASKA STATUTES

AS 14.18.010 - .110 Prohibition against discrimination based on sex or race in public education
~~Discrimination based on sex and race prohibited~~
~~14.18.050 Discrimination in course offerings prohibited~~
~~14.18.090 Enforcement by board of education~~
AS 18.80.255 Unlawful practices by the State or its political subdivisions

ALASKA ADMINISTRATIVE CODE

4 AAC 06.520 Recreational and athletic activities
4 AAC 06.530 Guidance and counseling services
4 AAC 06.540 Course offerings
4 AAC 06.600 Definitions
4 AAC 51.270 Equal opportunities

UNITED STATES CODE

Title VI of the Civil Rights Act of 1964, 42 U.S.C. 2000d et seq.
Title IX, Education Amendments of 1972, 20 U.S.C. §§ 1681 – 1688
Sections 503 and 504, Rehabilitation Act of 1973
Individuals With Disabilities Education Act, 20 U.S.C. §§ 1401 – 1491
Americans With Disabilities Act as amended by the ADAAA of 2008

Adopted 6/01
Revised 9/97- AASB
Revised /22

Board discussion regarded the wording “genetic information” in Board Policy 0410 and not present in Board Policy 5145.3. This was determined not to be included as students do not have medical insurance.

Frieda Nageak MOVED that the NSBSD Board of Education APPROVE the SECOND READING and FINAL READING of: Board Policy 0410, Nondiscrimination in District Programs and Activities; Board Policy 4030, Nondiscrimination in Employment; and Board Policy 5145.3 Nondiscrimination for adoption; and further, direct Administration to provide a copy to the Commission for Human Rights. Madeline Hickman SECONDED the motion. Discussion called. Question called. The motion carried in a roll call vote of five yes, zero no.

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

FIRST READING: BP 5141.42 PROFESSIONAL BOUNDARIES OF STAFF WITH STUDENTS

is presented by Chelsie Overby, Board Secretary, and read by Robyn Burke, Board Clerk. This agenda item is under Board Bylaw 9311, Board Policies, and Board Bylaw 9313, Administrative Regulations. This policy, administrative regulation, and exhibits are designed to protect students from inappropriate adult behaviors that clearly identifies behaviors and corrective actions to assist the District in its responsibilities to care for students. Revisions to policies have new language underlined and removed language stricken through. As this policy is new, all language is underlined. Included is: Board Policy 5141.42, Professional Boundaries of Staff with Students; Administrative Regulation 5141.42, Professional Boundaries of Staff with Students; Exhibit 5141.42-1, School Employee Training Handout; Exhibit 5141.42-2, Administrative Response Checklist. Prior to second reading the proposed policy will be sent to the Board Committee for review or amendment. The Association of Alaska School Boards (AASB), in conjunction with Alaska Public Entity Insurance (APEI) and Donald Austin, MAT, JD, created and adopted Board Policy 5141.42, Professional Boundaries of Staff with Students, with their corresponding organization.

BP 5141.42 PROFESSIONAL BOUNDARIES OF STAFF WITH STUDENTS

Purpose

The District is committed to protecting children from inappropriate conduct by adults, including school staff and volunteers. The purpose of this policy is to provide all staff, students, volunteers and community members with information about their role in protecting children. This policy applies to all district staff and volunteers. For purposes of this policy and its administrative regulation, the terms “district staff,” “staff member(s),” and “staff” also includes volunteers.

General Standards

Maintain professional boundaries: The board expects all staff to maintain the highest professional standards when they interact with students. District staff are required to maintain an atmosphere conducive to learning by consistently maintaining professional boundaries with students.

The interactions and relationships between district staff and students should be based upon mutual respect and trust, an understanding of the appropriate boundaries between adults and students in and outside of the educational setting, and consistency with the district’s educational mission.

District staff will not intrude on a student’s physical and/or emotional boundaries unless the intrusion is necessary to serve a bona fide health, safety, or educational purpose. An educational purpose is one that relates to the staff member’s duties as an educator. Additionally, staff members are expected to avoid any appearance of impropriety in their conduct when interacting with students.

Report violations of professional boundaries: Whenever a staff member observes another staff member engaging in inappropriate boundary invasions with a student, they must report what they have observed to administration. When in doubt, report it out.

Preexisting, outside relationships with students: The board recognizes that staff may have familial and pre-existing social relationships with parents/guardians/caretakers of students and students. This could create dual relationships with students. Staff members should use sound professional judgment when they have a dual relationship with students to avoid violating this policy. In all such relationships staff should avoid any appearance of impropriety with any student and any appearance of favoritism toward any student.

Staff members shall pro-actively discuss dual relationship circumstances with their building administrator or supervisor. Regardless of any preexisting relationship with students outside of work,

when on the job as an educator, staff shall abide by this policy and its accompanying administrative regulations.

Use of technology: The board supports the use of technology to communicate for educational purposes. However, unless the student is the staff member's own child, staff are prohibited from communicating privately with students on-line or from engaging in any conduct on social networking websites that violates the law, district policies or procedures, or other generally recognized professional standards.

Staff whose conduct violates this policy may face disciplinary and/or termination consistent with the district's policies and procedures, acceptable use agreement, and collective bargaining agreements, as applicable.

Training: The Superintendent or Superintendent's designee will develop staff training relating to this policy, including protocols for reporting and investigating allegations and develop procedures and training to accompany this policy.

(cf. 4131 – Staff development)

(cf. 5131.43 – Harassment, intimidation and bullying)

(cf. 5137 – Positive school climate)

(cf. 5141.4 – Child abuse and neglect)

(cf. 6161.4 – Internet)

cf. 6161.5 – Web sites)

ALASKA STATUTES

11.61.120 Harassment in the second degree

14.08.111 Duties

14.14.090 Duties of School Boards

14.30.355 Sexual abuse and sexual assault awareness and prevention

14.30.360 Curriculum (health and safety education

14.33.200 Harassment, intimidation and bullying

14.33.210 Reporting of incidents of harassment, intimidation and bullying

14.33.220 Reporting no reprisals

14.33.240 Immunity from suit

14.33.250 Definitions

47.14.300 Multidisciplinary Child protection teams

47.17.010 Child protection

47.17.020 Persons required to report

47.17.022 Training

Adopted ___/22

Frieda Nageak MOVED that the NSBSD Board of Education APPROVE the FIRST READING of Board Policy 5141.42, Professional Boundaries of Staff with Students, as described in this memo SB23-014 and attachments. Madeline Hickman SECONDED the motion. Question called. The motion carried UNANIMOUSLY.

PUBLIC COMMENTS: Public comment is received by the Board from Tomi Phillip, NSBSD Program Assistant, regarding home grown workforce opportunities and experiences, Career Technical Education/Vocational pathways, and classified employee representation.

SCHOOL BOARD COMMENTS: Board comments regarded staff appreciation, staff workload, and students as future leaders in communities.

DATE & TIME OF NEXT MEETING: Thursday, September 8, 2022 Work Session & 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 6:38 P.M. Nora Jane Burns MOVED to ADJOURN. Madeline Hickman SECONDED the motion. The meeting stands adjourned.

Respectfully submitted for the September 8, 2022 Regular Meeting:

Chelsie Overby, Board Secretary

Nancy Rock, Board President

Robyn Burke, Board Clerk