

## MEMORANDUM

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**TO:** NWABSD Board of Education  
Members

**DATE:** September 17, 2025

**FR:** Office of the Superintendent

**SUBJECT:** Human Resources  
Report

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James Stewart, Director of Human Resources, reports on the following:

This month, we have turned in two DEED reports. One report is the "2024-2025 Educator Evaluation and Support System Data Submission Form", in which each district in the state reports the total number of tenured and non-tenured administrators, teachers, and special service providers at each site within their district for the previous year. The second report submitted to the state this month was the "First Day Certified Vacancy Report," which reports each position in the district that did not have a certified teacher in place on the first day of school, along with the site and position, and the reason it was vacant.

We have five new teachers who are from the Philippines. One of them has arrived, while the other four have their visas and are completing their preparations for travel to the United States. We expect them to have their travel arrangements any day now and to arrive sometime in the next two weeks. All certified teaching positions in the NWABSD will then be filled.

The HR staff continues to be extremely supportive and patient with their new HR Director, who is learning the job. Ms. Delia Shuster has joined the Human Resources team from the Administrative Services department. We are grateful to have her aboard.

Negotiations are ongoing with the union.

We were able to meet with the union representatives Mr. Ronald Carrol, and Mr. John Perreaut, as well as Judy Bruns, and Mike Combs from Combs Insurance. The NWABSD was informed that there would be no significant changes to benefits and costs for our staff when we switched from Meritain to Premier Insurance; however, our members have experienced some changes. Mr. Combs and Ms. Bruns assured us that the coverages will remain the same and that any difficulties arising from the switch should be reported so they can be addressed.

### **ACTION ITEM ON THE AGENDA**

#### **NWABSD Memo , Approval of Human Resources:**

The administration recommended that the Board approve the certified rehires, classified new hires, certified new hires, classified transfers, certified transfers, and classified separations as presented. Please see NWABSD Memo 26-017.

## MEMORANDUM

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**TO:** NWABSD Board of Education

**DATE:** September 16, 2025

**NUMBER:** 26-017

**FR:** Office of the Superintendent

**SUBJECT:** Human Resources

**STRATEGIC PLAN/BOARD GOAL:**

Track 1: Operational Improvements  
*Initiative: Optimize Business Practices*

**ABSTRACT:**

Each month, various Human Resources actions occur that require Board action or awareness.

**ISSUE:**

At issue is the approval of Human Resources actions for the District Office, Maintenance Department, Alaska Technical Center, and school sites.

**BACKGROUND AND/OR PERTINENT INFORMATION:**

Every month, the administration recommends Board approval of new certified/classified hires, position reclassifications, and revisions to job descriptions. In addition, the administration informs the Board of resignations and terminations throughout the district.

**ALTERNATIVES:**

1. Approve the Human Resources actions as presented;
2. Disapprove the Human Resources actions as presented;
3. Take no final action.

**ADMINISTRATION RECOMMENDATION:**

The administration recommends that the Board approve the Human Resources actions as presented.

**Human Resources  
September 25**

I. The administration recommends approval of the following action items:

- a. Certified rehires F26
- b. Classified new hires FY26
- c. Certified new hires FY26
- d. Classified transfers F26
- e. Certified transfers F26
- f. Classified separations F26

a) The administration recommends the approval of the following FY26 Certified Rehires

LOCATION&DATE	NAME	POSITION
<b><u>Noorvik</u></b>		
8/14/25	Michael Zibell	Admin. Assistant
8/12/25	Don Thurman	Teacher

b) The administration recommends the approval of the following FY26 Classified New Hires

LOCATION&DATE	NAME	POSITION
<b><u>Buckland</u></b>		
8/7/25	Toni (Chelle) Jones	Counselor Intern
<b><u>JNES</u></b>		
8/7/25	Roberta Newlin	Instructional Aid
<b><u>Kiana</u></b>		
8/7/25	Tammy Youngblood	Instructional Aid
KMHS		
8/25/25	Mamie Oktollik	Secretary
<b><u>Noorvik</u></b>		
8/25/25	Marie Howarth	Secretary
<b><u>Selawik</u></b>		
8/18/25	Neva Starbuck	Instructional Aid
8/18/25	Wanda Starbuck	Instructional Aid
8/20/25	Amelia Ballot	Inupiaq Ilisautri
ATC/STAR		
7/23/25	Lucy Nelson	Registrar

c) The administration recommends the approval of the following FY26 Certified New Hires

LOCATION&DATE	NAME	POSITION
<b><u>Ambler</u></b>		
8/7/25	Luqman Hasan	Teacher

**Buckland**

7/28/25	David Westenhov	Principal
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**Deering**

7/28/25	Angela Scharaven	Principal
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8/7/25	Darci Shane	Teacher
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8/7/25	Lillian Wise	Teacher
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**JNES**

8/7/58	Ta'Shona Pernell-Hayes	SpEd Teacher
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8/7/25	Jessie Hanson	SpEd Teacher
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8/7/25	Vanessa White	Teacher
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8/7/25	Carolyn Ripley	Teacher
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**Kiana**

8/7/25	Patricia Wilson	SpEd Teacher
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**Kivalina**

8/7/25	Lawrence Bloom	Teacher
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**KMHS**

8/7/25	Daniel White	Teacher
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8/7/25	Michael Lancaster	Teacher
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**Kobuk**

7/25/25	William Habich	Principal/Lead Teacher
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**Noatak**

8/7/25	Lori Moore	Teacher
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**Selawik**

8/7/25	Richard Williams	Counselor Intern
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**Shungnak**

7/28/25	Dennis Slaton	Principal
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8/7/25	Mary Snider	Counselor Intern
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**District Office**

9/8/25	Paulette Schuerch	Inupiaq Programs Director
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9/8/25	Kristen Walker	Executive Assistant
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7/1/25	Deborah Lancaster	Curriculum Director
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d) The administration recommends the approval of the following FY26 Classified Transfers

LOCATION&DATE	NAME	POSITION
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**District Office**

9/15/25	Delia Shuster	Human Resource Officer
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e) The administration recommends the approval of the following FY26 Certified Transfers

LOCATION&DATE	NAME	POSITION
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**Buckland**

8/7/25	Alexandra Swan	Teacher
<b><u>JNES</u></b>		
9/8/25	Lisa Carter	SpEd Teacher
<b><u>Selawik</u></b>		
7/31/25	Marjorie Hingsbergen	Teacher

f) The administration recommends the approval of the following FY26 Classified Seperations

LOCATION&DATE	NAME	POSITION
<b><u>JNES</u></b>		
9/9/25	Molly Lincoln	Instructional Aid
9/19/25	Victoria Ferguson	Instructional Aid