



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

**Unapproved Minutes  
Regular Meeting  
September 8, 2022  
1:00 p.m.**

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

**WORDS OF WISDOM:** Marie Kaveolook, in Kaktovik, 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 via Zoom	Charles Brower – Present via teleconference
Madeline Hickman – Present via Zoom	Robyn Burke- Present
Frieda Nageak – Present	Nancy Rock – Present via teleconference
Qaiyaan Harcharek– Present via teleconference	Student Representative: Magdelina Stringer – Present
	Student Representative: Arianna Hart - Excused

**APPROVAL OF AGENDA:** Charles Brower MOVED to APPROVE the agenda.

Frieda Nageak MOVED to AMEND the agenda to TABLE Item 6D. 2022 Outstanding School Board Nomination INDEFINITELY. Madeline Hickman SECONDED the motion. Question called for UNANIMOUS CONSENT. No objections. The motion carried UNANIMOUSLY.

Question called on the main motion for UNANIMOUS CONSENT. No objections. The motion carried UNANIMOUSLY.

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

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

**HIGHLIGHTED SCHOOL REPORT, HAROLD KAVEOLOOK SCHOOL** is presented by Principal Chris Hanson. The report consisted of: student enrollment, new staff, new building construction, Iñupiaq Day Celebration planning, and student activities. Paul Kayotuk was recognized as the distinguished student and Leroy Stigen was recognized as the distinguished staff member.

**PUBLIC COMMENTS:** Public comment was received by the Board from two people, Heidi Ahsoak and Tomi Phillip. SAC member Heidi Ahsoak's comment regarded securing cameras for Kiita Learning Community School's to prevent vandalism. Program Assistant Tomi Phillip congratulated Leroy Stigen on his retirement.

**PURCHASES OVER 10K** is presented by Dennis Niedermeyer, Interim Director of Finance. This agenda item meets the following Board policies: Board Policy 3300, Expenditures/Expending Authority; Board Policy 3310, Purchasing Procedures; Board Policy 3311, Bids; and Board Policy 3312, Contracts. The software renewals are licensing agreements as listed below: TimeClock Plus, LLC, OETC (Microsoft 365), SHI (Malware Cloud Nebula), Arctic Fire and Security (Genetec Security Center Service Maintenance Agreement), Lexia Learning Systems, LLC, NWEA, Chalk.com (Acquired by PowerSchool), and Stewart's Photo Shop (Purchase). TimeClock Plus (TCP) automates time tracking and labor related processes, leave and absence management, reporting and analytics, and integrates with the District's payroll provider Tyler Technologies. Microsoft Office 365 Education for students, faculty, and staff is a service that enables access to a suite of Office 365 cloud products and downloads and installs the entire Office Productivity Suite, including Word, Excel, PowerPoint, OneNote, and more. Malwarebytes Nebula is a cloud-hosted security operations platform that allows the IT department to manage and control any malware or ransomware incident—from alert to fix. Genetec Security Center software is a unified management solution for security cameras and door access control. Lexia is a Language Arts, district wide, K-5 intervention program that has provided support to all K- 5 students for several years. Recently Lexia added Power Up for struggling and non-proficient readers in grades 6-12. NWEA-MAP supports district wide benchmark assessments 3-times a year and is also the new state assessment. MAP Data is used to identify student skill strengths and deficits to drive instruction. North Slope Borough School District has supported student data via NWEA since 2007. Professional Development will ensure teachers have the knowledge and tools needed to interpret and analyze student data. This allows teachers to have the ability and knowledge to support individualized learning. The North Slope Borough School District has been focused on creating culturally-focused and place-based units through utilizing Understanding by Design and had previously housed these completed units in Rubicon Atlas. Last year, the Iñupiaq Education Department, with the support of the district, decided to transition using a new software called Chalk. Chalk is a similar software and database to Rubicon Atlas, but over time, through surveys and feedback from teachers, administration, and Mapkuq mentors, we understood that we had to make some positive changes in our approach to housing the cultural-based units and our local course materials and creating a better system that was more accessible to teachers, principals, and administration in using and applying the curriculum in the classroom, which is our choice in moving to use Chalk. Chalk was recently acquired by PowerSchool, which is a positive update to the overall system in the sense that we already use PowerSchool as a district so the integration should be a positive one. As we gain more insight and information to what this acquisition means for our District, we will be sure to inform the Board. Chalk is an annual subscription and is based on the number of licenses we require – now that Chalk is run by PowerSchool, the subscription is based off our current student enrollment. This subscription also includes the technical support needed to provide training district-wide, supports with unit development on the technical side and inputting new units, support with the Planboard feature which is where teachers will have access to personal curriculum mapping and lesson planning, and technical supports for principals to view lesson plans and provide lesson feedback, access pacing guides, and standards assessments. Stewart's Photo Shop is a local Alaskan small-business located in Anchorage, AK, and has been in business since 1942 offering in-stock high quality camera and video equipment including accessories. TimeClock Plus in the amount of \$12,689.76 will be placed under the Business and Finance supplies/materials/media account code 100.200.550.000.450 with an available budget of \$48,745.80 for a remaining balance of \$36,056.04. OETC (Microsoft 365) in the amount of \$31,980.71, SHI (Malwarebytes Cloud Nebula) in the amount of \$28,050.32, and AFS (Genetec Security Center SMA Renewal) in the amount of \$13,441.89 will be placed under the Information Technology supplies/materials/media account code 100.200.355.000.450 with an available budget of \$356,377.24 for a remaining balance of \$282,904.32. Lexia Learning Systems, LLC in the amount of \$36,900, and NWEA in the amount of \$16,524 will be placed under the Curriculum & Instruction supplies/materials/media

account code 100.200.351.000.450 with an available budget of \$235,227.58 for a remaining balance of \$181,803.58. Chalk.com (PowerSchool) in the amount of \$17,158.49, and Stewart's Photo Shop in the amount of \$44,126.55 will be placed under the Iñupiaq Education – ANEP Sisimat Grant account code 366.200.120.000.450 with an available budget of \$67,796.73 for a remaining balance of \$6,511.69. Each length of the subscriptions are for one year. TimeClock Plus terms September 28, 2023. OETC (Microsoft 365) terms September 15, 2023. SHI (Malwarebytes) terms September 21, 2023. AFS (Genetec Security Center SMA) terms August 31, 2023. Lexia Learning Systems, LLC terms July 31, 2023. NWEA terms July 31, 2023. Chalk.com terms August 8, 2023. Stewart's Photo Shop and Chalk is funded through the ANEP Sisimat Grant budget account code: 366.200.120.000.410. TimeClock Plus is not applicable to Board Policy 3311 as the subscription is less than \$20,000. OETC (Microsoft 365) is a nonprofit consortium of schools, universities, and libraries. OETC aggressively negotiates educational technology contracts backed by RFPs and complies with local and state laws in Oregon, Washington, Idaho, Montana, Nevada, California, Alaska and Hawaii. SHI (Malwarebytes Cloud Nebula) 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. AFS (Genetec Security Center SMA Renewal) is not applicable to Board Policy 3311 as the subscription is less than \$20,000. Lexia Learning Systems, LLC programs are proven to improve learning outcomes required by federal mandates and include a RAPID assessment for screening and monitoring reading and language skills for all students in grades K-12. NSBSD has utilized Lexia Core5 as a District Literacy intervention for several years. Students are engaged and motivated as they move along their individual paths. Because NSBSD has provided Lexia as a District wide intervention program for many years, students are very familiar with the program and require less time to engage. Purchase of Lexia programs can only occur through Lexia Learning Systems Inc. Lexia Learning Systems, Inc. is the sole developer, publisher, and copyright holder, and therefore the sole source, of the reading software programs entitled: Lexia Reading®, Lexia Early Reading®, Lexia Primary Reading®, Lexia Strategies for Older Students®, Lexia Reading FLex,-®, and Lexia Reading CoreSTM. NWEA is not applicable to Board Policy 3311 as the subscription is less than \$20,000. Chalk.com (PowerSchool) is not applicable to Board Policy 3311 as the subscription is less than \$20,000. Stewart's Photo Shop is a local Alaskan small-business located in Anchorage, AK, and has been in business since 1942 offering in-stock high quality camera and video equipment including accessories. With the timeliness of this purchase and the timeline in which the grant is ending, the funding needs to be expended as well as equipment received. Purchasing local from a retailer who has the equipment in stock will allow us to follow these grant guidelines. The Iñupiaq Education Department and the District is in need of high-quality audio, video, and photography equipment in order to capture elder's stories and interviews, cultural activities, community events/happenings, language lessons. This equipment will provide the ability to produce high quality materials and resources for use in the classroom as well as district-wide, which is imperative in capturing our Iñupiat language, culture, history, and traditions.

**MONTHLY FINANCIAL REPORT, MAY 31, 2022** is presented by Dennis Niedermeyer, Interim Director of Finance. The report, as of May 31, 2022 reflects the financial activity of the North Slope Borough School District for the period. The information was generated from the district's financial system. The report reflects the standard reporting information available from the Tyler Infinite Visions system. The report includes: General Fund Function Summary; General Fund with Object Detail; General Fund Balance sheet including Cash and Investment; Selected Fund Reports included in prior monthly reports; All fund summary of Expenditures; and All Fund Summary of Revenues. The business office will be working with Tyler Technology to develop reporting that is user friendly and reflect the information elements contain in the prior monthly reports you have received. These reports are information only and

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

**MONTHLY FINANCIAL REPORT, JUNE 30, 2022** is presented by Dennis Niedermeyer, Interim Director of Finance. The following reports reflect the financial activity of the North Slope Borough School District for the Period ended June 30, 2022. The information was generated from the district's financial system. The reports reflect the standard reporting information available from the Tyler Infinite Visions system. The Reports includes: General Fund Function Summary; General Fund with Object Detail' General Fund Balance sheet including Cash and Investment; Selected Fund Reports included in prior monthly reports; All fund summary of Expenditures; and All Fund Summary of Revenues. The business office will be working with Tyler Technology to develop reporting that is user friendly and reflect the information elements contain in the prior monthly reports you have received. These reports are information only and required no school board action either for approval or acceptance as they are a matter of public information.

Board discussion regarded informing Principals of grant funding availability.

**CONTRACTS OVER 10K, ALASKA BLIND VISUALLY IMPAIRED SERVICES** is presented by Lori Roth, Director of Student Services. This agenda item meets Strategic Plan goals 1.0 Student Success, 4.0 Financial & Operational Stewardship, and 4.1 Financial Stewardship/Management. BP 3312, Contracts: The Superintendent of designee may enter into contracts and memoranda of agreement (MOA's) on behalf of the District. All contracts and MOA's with a dollar value of \$10,000 or greater must be approved by the School Board. Alaska Blind Visually Impaired Services (Brenda Jager) provides Vision Impairment Services, Orientation & Mobility Services, and Professional Development to NSBSD staff as required under the Individuals with Disabilities Act (IDEA), Board Policy 6164.4, and Section 504, to ensure a free and appropriate public education (FAPE). Ms. Jager provides on-site and remote services to SPED staff by providing strategies, program development support, assistive technology support, and materials development for students with visual impairments. Ms. Jager schedules, and provides, remote and on-site services as per IEP and Section 504 Plans. In addition, Ms. Jager, an Alaska resident and certificated provider, administers and completes functional vision assessments, provides inter-agency coordination for services, and assists with vision-related transition activities. As needed, Ms. Jager attends pre-assessment planning meetings, 90-day transition meetings, initial evaluations, re-evaluation, and IEP/504 meetings for students identified with vision needs. Additional responsibilities are listed in the MOA. Ms. Jager provided vision and orientation and mobility services for the students of the North Slope Borough School District since 2015. Her in-state experience provides students the opportunity to increase technology use and access programs from other sources, such as the Department of Vocational Rehabilitation, Alaska Center for the Blind, and Fireweed Braille Services. Ms. Jager's extensive on-site experience with the North Slope region was invaluable during the development of NSBSD's remote service delivery model for blind/visual impairment services. Ms. Jager currently provides vision and orientation & mobility services to Ipalook Elementary School and Hopson Middle School. This MOA will be valid August 1, 2022 through June 30, 2023. This MOA is funded through the Title VI-B Special Education grant and the NSBSD General Fund. This MOA will fund up to 17 contractor days at \$710.00 per day for up to \$12,070.00. Travel for Ms. Jager has been estimated up to \$2,5000.00 for up to 2 trips to Utqiagvik from Homer, Alaska. Total MOA not to exceed \$14,570.00. This MOA is funded through the Title VI-B Special Education grant (285.200.220.000.410) and general funds (100.200.220.000.410). This MOA is funded through the Title VI-B Special Education grant (285.200.220.000.410) and general funds (100.200.220.000.410). No NSBSD employee benefits are associated with this MOA. The respective contract and related services are temporarily being encumbered

under the School District Main Operating Fund Budget Code 100.200.220.000.410. Historically, such contractual obligations were encumbered through Grant Funding specifically within 285.200.220.000.410. Currently, there are no Grant Awards and no available budget for the corresponding contract to be encumbered to such Special Revenue Fund. 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. Ms. Jager is an Alaska certified vision and orientation & mobility specialist working for a daily rate of \$710.00 per day. Ms. Jager has been an independent contractor with the North Slope Borough School District since 2015. Ms. Jager has successfully fulfilled all MOA requirements resulting in NSBSD staff and families being pleased with the services she provides. Based on Ms. Jager's experience, this rate is within the acceptable range of rates paid across the state of Alaska (neighboring school district rate is \$675.00-\$725.00/day depending on experience). In support of the approval of a sole-source MOA, this contractor will require no training and no adjustment period to provide vision and orientation & mobility services to our students. The continuation of Ms. Jager as a contractor will provide continuity of services, familiarity for students and parents, continuity of practice, pro-active planning, continued development of remote vision and orientation & mobility services, and on-going compliance with NSBSD special education processes. Not providing a sole-source contract and responding to a bidding process would result in students and families having to re-establish communication, re-develop trusting relationships, compensation for the loss of historical knowledge, re-establishing inter-agency communications, and cause a disruption in continuity of student support within the Student Services Department.

Frieda Nageak MOVED that the NSBSD Board of Education APPROVE the above \$10,000 and greater proposal for Alaska Blind Visually Impaired Services (Brenda Jager), in an amount NOT TO EXCEED \$14,570, as described in this memo SB23-028. Charles Brower SECONDED the motion. Question called for UNANIMOUS CONSENT. No objections. The motion carried UNANIMOUSLY.

**CONTRACT OVER 10K, ELB CONSULTING** is presented by MJ Geiser, Assistant Superintendent. This agenda item meets Strategic Plan goals 1.7 Student Well-Being, 4.0 Financial & Operational Stewardship, and 4.1 Financial Stewardship/Management. BP 3312, Contracts: The Superintendent of designee may enter into contracts and memoranda of agreement (MOA's) on behalf of the District. All contracts and MOA's with a dollar value of \$10,000 or greater must be approved by the School Board. The initial Intro to Restorative Practices will begin in September. Upon Board approval for further services, ELB Consulting (Ella Bredthauer) will provide on-site and distance training for restorative practices and implementation support to teachers, principals, and counselors. In addition, ELB Consulting will provide on-going distance training on Wednesday's PLC time on a rotating basis by two school sites per cohort. New teacher Intro to Restorative Practices will begin the second semester during in-service, with support as needed during PLC time. The contract will commence upon Board approval in September 2023 through May 19, 2023. The contract will commence upon Board approval in September 2023 through May 19, 2023. Title I Grant, account code 260.200.100.000.410, has an available unallocated budget of \$190,000. No budget line transfer is necessary. Title I Grant, Account Code 260.200.100.000.410. ELB Consulting (previously EdTech Infusion), beginning Fiscal Year 2017 to Fiscal Year 2020, worked with the District and has gained a familiarity in working with our teachers and students. In addition, we have a received only one other bid from the International Institute for Restorative Practices (IIRP) as it is a specialized program not widely practiced and the availability of trainers is limited. As such, the District waives the requirement set out in BP 3311, as this contract is in the best interest of the District and a sole source letter has been provided.

Board discussion regarded Board Policy 3311, Bids, and scope of work.

Charles Brower MOVED that the NSBSD Board of Education APPROVE the above \$10,000 and greater proposal and related contract for ELB Consulting in an amount NOT TO EXCEED \$21,590, as described in this memo SB23-023 and related attachments. Frieda Nageak SECONDED the motion. Question called for UNANIMOUS CONSENT. No objections. The motion carried UNANIMOUSLY.

**NEW LEASE AGREEMENT** is presented by Steve Cropsey, Director of Maintenance & Operations. This agenda item meets Strategic Plan goals 4.0 Financial & Operational Stewardship and 4.1 Financial Stewardship/Management. In accordance with applicable Board policy, contracts and MOA's \$10,000 or greater require Board approval. BP 3312. The Board of Education through the Finance Committee has requested that lease renewals go before the Board for review and consideration. The District is in need of housing units in order to provide housing for the Teaching staff. The identified lease subject for approval is for 274 Pisokak St. under James Matumeak for a five bedroom, three bath in the amount of \$3,000 monthly, \$30,000 yearly in Fiscal Year 2022-2023 and \$36,000 thereafter for a term of five years. This includes a reimbursable annual insurance premium. The length of the identified lease is for three years and shall commence upon Board approval and term June 30, 2027. The identified funding source is derived from the Teacher Housing Special Revenue Fund for FY23. Future years are subject to annual appropriations by the Board of Education through the adoption of the annual budget. The total annual cost of the aforementioned lease is \$30,000 for FY23 and \$36,000 thereafter. This will be paid under the account code 600.300.600.000.441 -Rentals. There are no Grant Funds associated with the respective lease agreement.

Board discussion regarded the utility cost, budget, and housing arrangement potential.

Charles Brower MOVED that the NSBSD Board of Education APPROVE the above new housing lease agreement as described in this memo SB23-019 in the amount of \$30,000 for Fiscal Year 2023 and \$36,000 for the following years until its term of June 30, 2027. Frieda Nageak SECONDED the motion. Discussion called. Question called for UNANIMOUS CONSENT. No objections. The motion carried UNANIMOUSLY.

**DISTRICT-WIDE VEHICLE INVENTORY SURPLUS** is presented by Steve Cropsey, Director of Maintenance & Operations. This agenda item meets Strategic Plan goal 4.0 Financial & Operational Stewardship. BP 3270, Sale and Disposal of Books, Equipment, and Supplies (Personal Property): The School Board recognizes that the district may own personal property, which is unusable, obsolete, or no longer needed by the district and that the disposal of such property may be in the best interest of the district. The Superintendent or designee shall identify to the Board all inventoried personal property not needed by the district, together with the estimated value and recommended disposition. With Board approval, the Superintendent or designee shall arrange for the sale or disposal of district personal property in accordance with state law. The Administration recommends approval of publicly advertised sales of District owned surplus vehicles, equipment, and fixtures at the earliest possible date. Included in this memo is a list of vehicles, equipment, and fixtures presented as unusable, obsolete, or no longer needed by the School District. Disposal of this property is in the best interest of the District which, according to policy, must be declared surplus in order to be sold or eliminated from inventory by disposal if not sellable. All vehicles will be offered for sale in the village where they are located. The list is as follows:

Item No.	Quantity	Description	Inventory Tag No.	Reason for disposal	Recommended: Sale/Disposal	Min. Bid
1	1	1992 White Chevy Box Truck	14	Surplus	Sale as is	\$100.00
2	1	1993 Gold 2500 Chevy Suburban	38	Surplus	Sale as is	\$100.00
3	1	1999 White Chevy Suburban	4	Surplus	Sale as is	\$100.00
4	1	2000 White Ford Explorer	22	Surplus	Sale as is	\$100.00
5	1	1999 White Ford Explorer	24	Surplus	Sale as is	\$100.00
6	1	1997 Gold F150 Single Cab	34	Surplus	Sale as is	\$100.00
7	1	2008 Escape White	44	Surplus	Sale as is	\$100.00
8	1	2007 Thomas Bus	13	Surplus	Sale as is	\$100.00
9	1	2007 Thomas Bus	14	Surplus	Sale as is	\$100.00
10	1	2000 Thomas	1	Surplus	Sale as is	\$100.00
11	1	2000 Thomas	2	Surplus	Sale as is	\$100.00
12	1	1990 1500 Tan Suburban	9	Surplus	Sale as is	\$100.00
13	1	2007 Silver Taurus	33	Surplus	Sale as is	\$100.00
14	1	2004 IC Navistar	470-3	Surplus	Sale as is in AIN	\$100.00

Board discussion regarded advertising of the surplus, condition of vehicles, and submission of new vehicles for the villages.

Frieda Nageak MOVED that the NSBSD Board of Education APPROVE the disposal of district surplus property as stated in SB23-036 and attachments. Charles Brower SECONDED the motion. Question called for UNANIMOUS CONSENT. No objections. The motion carried UNANIMOUSLY.

**TYPE M CERTIFICATION REQUEST** is presented by Tennessee Judkins, Director of Iñupiaq Education. This agenda item meets Strategic Plan goals 1.0 Student Success, 1.4 Iñupiaq Language & Culture, 3.0 Staff Success, and 3.2 Homegrown Workforce. Administration is requesting that the members of the Board of Education approve a Type M teacher certification request for the following individuals who hold Iñupiat Language Teacher positions: Kathy Bodfish at Ałak School for renewal; Martha Pausanna at Nuiqsut Trapper School; Julia (JaeJae) Ningeok at Ipalook Elementary School for K3/K4 Immersion; Vernon Elavgak at Ipalook Elementary School for 2<sup>nd</sup>/4<sup>th</sup> Grades; Jaime Patkotak at Ipalook Elementary School for 3<sup>rd</sup>/5<sup>th</sup> Grades for renewal; and Misty Plymale at Hopson Middle School. These candidates’ skills and qualifications based on work history, training, and expertise in the Iñupiaq language and culture merit the Type M teacher certificate. The North Slope Borough School District has offered contracts to all five individuals as the Iñupiaq Language Teachers of the above-mentioned sites/grade levels for the 2022 – 2023 school year. Both Kathy Bodfish and Jaime Patkotak are returning ilisaurrit and are seeking a renewal for their certifications. Martha Pausanna, JaeJae Ningeok, Vernon Elavgak, and Misty Plymale are all first-year ilisaurrit and are seeking their initial certifications. Prior Board approval is required by the Alaska Department of Education in addition to other specified requirements in order for teachers to be granted Type M certificates.

Charles Brower MOVED that the NSBSD Board of Education APPROVE the request for an issuance of a Type M Certificate for the individuals presented in Memo Number SB23-037. Nora Jane Burns SECONDED the motion. Question called for UNANIMOUS CONSENT. No objections. The motion carried UNANIMOUSLY.

**NEW HIRE CONTRACT ISSUANCE APPROVAL** is presented by Bobby Bolen, Director of Human Resources. This agenda item meets Strategic Plan goals 3.0 Staff Success and 3.1 Hiring & Recruiting. Due to the changing environment for recruiting teachers it is imperative that the North Slope Borough

School District recruit quality teachers and to get contracts signed throughout the 1st semester, post recruiting season. As 40 positions are left unfilled after the start of school, we would like to provide job security to perspective employees and ask them to commit to us by offering a contract without prior board approval. We are requesting approval to offer contracts to quality teachers upon completion of an interview, and the receipt and review of background checks and reference checks. In efforts to streamline the teacher on boarding process of 40 teacher vacancies across the slope. The administration is recommending your approval for the Human Resources Department the authority to offer Teacher contracts during the 1st semester months during scheduled Board meetings with approval from the Superintendent or Acting Superintendent after the completion of an interview and upon receipt and review of a background check and reference checks.

Board members requested the contracts hired under this memo be presented to the Board as informational.

Frieda Nageak MOVED that the NSBSD Board of Education APPROVE the recommendation for the Human Resources Department to issue the Fiscal Year 2022-2023 New Hire Contract Issuance Approval as presented in memo number SB23-025. Nora Jane Burns SECONDED the motion. Question called. The motion carried in a roll call vote of six yes, zero no.

Nora Jane Burns -	Yes	Charles Brower -	Not Present
Qaiyaan Harcharek -	Yes	Robyn Burke -	Yes
Frieda Nageak -	Yes	Nancy Rock -	Yes
Madeline Hickman -	Yes		

**ASSOCIATION OF ALASKA SCHOOL BOARDS, ANNUAL CONFERENCE, NOVEMBER 3-6, 2022** is presented by Chelsie Overby, Board Secretary. Board Bylaw 9240, Board Development: ...Board members need to participate in professional development activities that help them understand their responsibilities, stay abreast of new developments in education, and learn new ways to cope effectively with the problems they confront. The Board may appoint its members to attend the AASB Annual Conference held on November 3-6, 2022. This also includes the Rural Caucus scheduled to be hosted by the Northwest Arctic Borough School District. The Association of Alaska School Boards 2022 Annual Conference will be held at the Hotel Captain Cook in Anchorage, Alaska on November 3-6, 2022 featuring the theme, “Ensuring Opportunities for All Students.” Each year, the Board of Education budgets for all seven members and the student representatives of the Board to attend the Alaska Association of School Boards Annual Conference. The details of the conference are under review and will be available soon. During the annual conference, our district and Northwest Arctic Borough School District alternate organizing the Rural Caucus and consecutively move into a joint meeting. The November 2022 Rural Caucus is scheduled to be hosted by the Northwest Arctic Borough School District. Rural School Boards will have an opportunity to form unified legislative priorities and aid in advocating for rural communities during the legislative session.

Frieda Nageak MOVED that the NSBSD Board of Education ATTEND and PARTICIPATE at the Association of Alaska School Boards Annual Conference and Rural Caucus on November 3-6, 2022. Madeline Hickman SECONDED the motion. Question called. The motion carried in a roll call vote of six yes, zero no.

**ASSOCIATION OF ALASKA SCHOOL BOARDS, BOARD OF DIRECTOR NOMINATION** is presented by Chelsie Overby, Board Secretary. This agenda item meets Strategic Plan goals 2.0 Community Engagement and 4.0 Financial & Operational Stewardship. The Board may nominate North Slope Borough School District Board Member(s) to the Association of Alaska School Board (AASB)



Board of Director's upcoming vacant seats. There are five three-year seats and one one-year seat available for the AASB Board of Directors. All nominations must be received in the AASB office by October 7, 2022. Interested individuals should review the job description and be prepared to provide background information with a written statement on individual views relating to the appropriate role of the AASB, three major issues facing AASB in the near future, how AASB could better serve school boards, and ways AASB can help school boards meet Board Standards. If the nominee is selected, this statement will be made available for the General Membership at the Annual Conference. Nominated individuals must attend an orientation breakfast on Thursday, November 3, 2022 in order to sign up for an interview with the nominations committee; and if elected, must attend the Board of Directors meeting on Monday, November 7, 2022. Nominations forms for the Board of Directors are accompanied by an AASB Directors Description adopted by the AASB Board to help nominees fully understand what the position entails.

Nora Jane Burns MOVED to NOMINATE Nancy Rock, Robyn Burke, and Frieda Nageak to the Association of Alaska School Boards Board of Directors. Frieda Nageak SECONDED the motion. Question called. The motion carried UNANIMOUSLY.

**ASSOCIATION OF ALASKA SCHOOL BOARDS, CARL ROSE GOVERNANCE AWARD** is presented by Chelsie Overby, Board Secretary. This agenda item meets Strategic Plan goal 2.0 Community Engagement. The Board may choose to nominate a member of the NSBSD Board of Education to the Association of Alaska School Boards for the Carl Rose Governance Award for consideration by the AASB Awards Committee to be presented at the Annual Conference held November 3-6, 2022 during the awards luncheon. The Carl Rose Governance Award is designed to recognize the nominee's commitment, dedication, and accomplishments as a locally elected school board member. In order to be eligible, a nominee must have served on their local board for at least four consecutive years; and must serve on a member board in good standing of AASB. Qaiyaan Harcharek and Nora Jane Burns is eligible to be nominated for their years on this School Board. Qaiyaan Harcharek: Term 2014-2023, 8 years and Nora Jane Burns: Term 2015-2024, 7 years. The deadline for nomination submissions is October 7, 2022. The AASB Board of Directors honored Carl Rose in 2013 by naming the organization's leadership training program for school board members for him after his retirement. Mr. Rose was the Executive Director of AASB from 1987 until 2013. During those 26 years, he participated in every major education debate and reform in K-12 education, and reshaped AASB into a full-service, state-wide non-profit organization whose motto is, "Advocates for Alaska's Youth."

Frieda Nageak MOVED to NOMINATE Qaiyaan Harcharek and Nora Jane Burns for consideration of the Alaska School Boards Carl Rose Governance Award. Charles Brower SECONDED the motion. Question called for UNANIMOUS CONSENT. No objections. The motion carried UNANIMOUSLY.

**ASSOCIATION OF ALASKA SCHOOL BOARDS, OUTSTANDING SCHOOL BOARD AWARD NOMINATION** is TABLED.

**ASSOCIATION OF ALASKA SCHOOL BOARDS, RESOLUTIONS** is presented by Chelsie Overby, Board Secretary. This agenda item meets Strategic Plan goals 2.0 Community Engagement and 4.0 Financial & Operational Stewardship. The Association of Alaska School Boards (AASB) is soliciting resolutions, resolution amendments, and comments from local school boards for consideration at the 2022 Annual Conference on November 3-6, 2022 in the Anchorage Hotel Captain Cook. The resolution committee will meet on Thursday, November 3, 2022. This will then be adopted by the membership at the Delegate Assembly on November 6, 2022. These resolutions guide AASB for the coming year in the upcoming legislative session. AASB asks each school board to carefully review the resolutions packet and advance only those resolutions or amendments that they deem necessary. For renewal, AASB is

recommending the renewal of all resolutions currently scheduled to sunset and discontinuation of 2.54 Use of FY20 Student Adjusted Average Daily Membership Data to Hold District's Harmless in Loss of Student Enrollment Related to COVID-19 During the FY21 and FY22 School Year. An AASB 2020 Resolution Process and Timeline is included. The AASB Board of Directors recommended one new resolutions: 1.15 Opposing the REAA Reapportionment and Recasting of Seats for REAA's Impacted: Based on the results of the 2020 Census, there was a reapportionment and recasting of school board seats in many REAAs across the state. While the state provided a comment period, it appears that the concerns about the effects of how recasting and its implementation were not adequately regarded. In several cases, the recast school member districts are now forcing existing, experienced school board members to face elections against each other. AASB does not currently have a resolution that speaks specifically to reapportionment and recasting procedures. Should legislation be proposed in the future to address some of these issues, there are not any statements adopted by the membership that would permit AASB to speak to the issue. The AASB Board is forwarding to the Resolutions Committee a resolution that addresses these concerns and provides the basis for our ability to speak to this issue. Tribal Compacted Schools – Draft Resolution: In addition, AASB administration does not have a resolution or belief statement that specifically speaks to the creation of tribally compacted public schools. With the passage of Senate Bill 34 in the 32nd Legislature, five demonstration schools will be identified to begin creating the first compact schools in the state. While the compact itself is between the State of Alaska, the Federal government, and recognized tribes, AASB leadership believes it is important for districts to be kept informed and available as a resource to the process. School boards will not be directly involved in the compact negotiations but may be significantly affected by them. In order for AASB to comment or participate in discussions that would pertain to school compacting, AASB will need a resolution addressing the issue. Our Board may review the proposed draft resolution prepared by AASB to be brought forward to the Resolution Committee for consideration. Additional sources of information regarding this topic is below: Link to AK DEED Tribal Compacting Information: <https://education.alaska.gov/compacting>; Link to AK Bills & Laws, SB34: <https://www.akleg.gov/basis/Bill/Detail/32?Root=SB%20%2034>; Tribal Compacting Informational One-Pager included. Creating Comprehensive Support for Families and Students to Navigate College and Career Training Opportunities – Draft Resolution: Regarding postsecondary education opportunities, AASB provided a draft resolution our Board may consider, as there is not a resolution relating to this issue. Base Student Allocation Increase: Making Up for Lost Ground Due to Inflation: AASB is recommending districts propose a resolution to address a modest increase to the Base Student Allocation as School Districts have been essentially flat funded since Fiscal Year 2016-2017. The Board's Legislative Committee met August 29, 2022 and does not recommend any resolutions for the Association of Alaska School Boards at this time. Any resolutions, resolution amendments, and comments from local school boards must be submitted by October 4, 2022 by midnight. These submissions from across the state will be available for review beginning Saturday, October 15, 2022, 20 days before the annual conference. Only the title and resolution are voted on by the AASB membership, not the rationale. To comment on or put forward suggested resolution changes, AASB requests board's schedule time to discuss the resolutions at a regular meeting and vote by official board action. This was done during the Legislative Committee meeting on August 29, 2022 and this meeting's work session.

Frieda Nageak MOVED that the NSBSD Board of Education DIRECT administration to draft a resolution on the Base Student Allocation Increase and APPROVE the Legislative Committee to finalize the resolution for submission to AASB prior to the October 4, 2022 deadline. Charles Brower SECONDED the motion. Question called for UNANIMOUS CONSENT. No objections. The motion carried UNANIMOUSLY.

**SECOND READING OF BOARD POLICY 5141.42, PROFESSIONAL BOUNDARIES OF STAFF WITH STUDENTS** is presented by Chelsie Overby, Board Secretary, and read by Robyn Burke, Board Clerk. Board Bylaw 9311, Board Policies:...Prior to adoption, policies shall normally be given two readings by the Board. At its second reading, the policy may be adopted by a majority vote of all members of the Board. 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. This policy is 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. The policy is read as:

### **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)*

Legal Reference:

ALASKA STATUTES

AS 11.61.120 Harassment in the second degree

AS 14.08.111 Duties

AS 14.14.090 Duties of School Boards

AS 14.30.355 Sexual abuse and sexual assault awareness and prevention

AS 14.30.360 Curriculum (health and safety education

AS 14.33.200 Harassment, intimidation and bullying

AS 14.33.210 Reporting of incidents of harassment, intimidation and bullying

AS 14.33.220 Reporting no reprisals

AS 14.33.240 Immunity from suit

AS 14.33.250 Definitions

AS 47.14.300 Multidisciplinary Child protection teams

AS 47.17.010 Child protection

AS 47.17.020 Persons required to report

AS 47.17.022 Training

Adopted \_\_/22

Frieda Nageak MOVED that the NSBSD Board of Education APPROVE the SECOND and FINAL READING of Board Policy 5141.42, Professional Boundaries of Staff with Students for ADOPTION. Madeline Hickman SECONDED the motion. Question called for UNANIMOUS CONSENT. No objections. The motion carried UNANIMOUSLY.

**FIRST READING OF BOARD POLICY 5145.3, NONDISCRIMINATION** is presented by Chelsie Overby, Board Secretary, and read by Robyn Burke, Board Clerk. Board Bylaw 9311, Board Policies:...Prior to adoption, policies shall normally be given two readings by the Board. At its second reading, the policy may be adopted by a majority vote of all members of the Board. The Board read Board Policy 5145.3 at the May 10, 2022 Regular Meeting and adopted the revisions at the August 11, 2022 Regular Meeting. Administration is requesting an additional change within the policy to further define, in the absence of a counselor, who the student may report allegations of discrimination to as the home school facilitator. As the Board recently read through these changes at the May and August regular meetings, Administration is requesting the waiver of the second reading for adoption. As directed by the

Commission for Human Rights and as part of a settlement agreement between the District and a former employee, the Board adopted the proposed anti-discrimination policy language revisions approved by the Commission at the August 11, 2022 Regular Meeting. The policy is read as:

### **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 home school facilitator. ~~the person at their school site designated for receiving such reports.~~

A school counselor or home school facilitator ~~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 Reference:

#### ALASKA STATUTES

AS 14.18.010 - .110 Prohibition against discrimination based on sex or race in public 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 8/22  
Revised /22

Frieda Nageak MOVED that the NSBSD Board of education APPROVE the FIRST READING and FINAL READING of Board Policy 5145.3, Nondiscrimination for ADOPTION. Nancy Rock SECONDED the motion. Question called. The motion carried in a roll call vote of six yes, zero no.

Nora Jane Burns -	Yes	Charles Brower -	Not Present
Qaiyaan Harcharek -	Yes	Robyn Burke -	Yes
Frieda Nageak -	Yes	Nancy Rock -	Yes
Madeline Hickman -	Yes		

**BOARD POLICY UPDATE: FIRST READING OF BP 3430, MANAGEMENT OF DISTRICT ASSETS/ACCOUNTS; BP 3544.1, DISTRICT-OWNED VEHICLES; BP 4112.4, HEALTH EXAMINATIONS; BP 6142.1, FAMILY LIFE/SEX EDUCATION; AND BP 6142.2, AIDS INSTRUCTION** is presented by Chelsie Overby, Board Secretary, and read by Robyn Burke, Board Clerk and Frieda Nageak, Board Member. Board Bylaw 9311, Board Policies: . . . Prior to adoption, policies shall normally be given two readings by the Board. At its second reading, the policy may be adopted by a majority vote of all members of the Board. Board Bylaw 9313, Administrative Regulations: The Superintendent or designee shall develop administrative regulations when required by law or Board policy, or when, in his/her judgement, Board endorsement of district procedures is desired. Board Policy 3430, Management of District Assets/Accounts, revision is recommended by Administration and requested by the Board at the August 11, 2022 Regular meeting to review in order for the policy to be consistent with the Board’s intent that the primary purpose of such investments is the preservation of capital. Board Policy 3544.1, District-Owned Vehicles, revision is recommended by administration to further define district-owned vehicles as any mode of transportation purchased with District funds or maintained by the District. Language noted in red and underlined is language proposed by the Policy Review Committee. Administrative Regulation 3544.1, District-Owned Vehicles, revision includes the added definition of district-owned vehicles. Board Policy 4112.4, Health Examinations, revision eliminates the provision previously under state law that required employees to undergo physical examinations every three years as a condition of employment. A school board may still opt to require physical examinations, but they are no longer required under the state regulation 4 AAC 06.050. This revision was provided by the Association of Alaska School Boards (AASB). Board Policy 6142.1, Family

Life/Sex Education, revisions are to meet Alaska State Statutes. Language noted in red are changes recommended by the Association of Alaska School Boards (AASB) and language only underlined or stricken through is recommended language changes by District Administration. Board Policy 6142.2, Aids Instruction, revision is to meet Alaska State Statutes. Language noted in red are changes recommended by the Association of Alaska School Boards (AASB) and language only underlined or stricken through is recommended language changes by District Administration. The Administrative Regulations and Exhibits are provided in the work session for informational, not action in the regular meeting. The policies are read as:

## **BP 3430 MANAGEMENT OF DISTRICT ASSETS/ACCOUNTS**

### **INVESTING/INVESTMENT POLICY**

#### **A. SCOPE PURPOSE OF POLICY**

##### **GENERAL INFORMATION**

This investment policy applies to the activities of the NORTH SLOPE BOROUGH SCHOOL DISTRICT with regard to investing the short-term financial assets of the District. All investments shall be in compliance with this policy unless otherwise specifically authorized by the Board.

~~The purpose of this policy is to establish guidelines for the investment of the North Slope Borough School District's funds in an effort to optimize its return on funds available for investment through investment of cash balances in such a way as to minimize non-invested balances and to maximize return on investments consistent with the following principles:~~

#### ~~1. \_\_\_\_\_ Legality~~

~~All investments shall be made in accordance with applicable federal, state and local laws including prudent money management practices.~~

#### ~~2. \_\_\_\_\_ Safety~~

~~Preservation of principal shall be of highest priority. Preservation of principal in the portfolio of investments shall be ensured by diversification and other means of minimizing credit risk, including avoidance of concentration of credit risk, market risk and interest rate risk, and by thoroughly investigating and reviewing the performance of all investment providers.~~

#### ~~3. \_\_\_\_\_ Liquidity~~

~~Investments shall remain sufficiently liquid to meet the District's operating requirements that are reasonably anticipated. A fiscal year operations anticipated cash flow shall be developed so that investments can be made as early as possible, with maturities consistent with anticipated cash demands.~~

#### ~~4. \_\_\_\_\_ Yield~~

~~Investments shall be made with the objective of attaining a market-average rate of return throughout the budgetary and economic cycles, taking into account investment risk constraints and liquidity needs.~~

##### **GENERAL STATEMENT OF POLICY**

~~The School Board believes that an effective investment program is important to the financial stability of the School District, therefore a key component to attaining its Vision, Mission and Financial Stewardship. Effective investment of the School District cash assets will enhance opportunities for leadership and staff to focus on building trusting relationships, personalizing services and continuous improvement of the School District operations.~~

~~It is the policy of the School Board that the School District's investment portfolio be managed in a manner designed to attain a market rate of return throughout budgetary and economic cycles while preserving and protecting capital in the overall portfolio.~~

~~The School Board are fiduciaries and responsible for directing and monitoring the investment management of all District Funds.~~

~~It is the policy of the School Board that employees involved in the investment process shall refrain from personal business activity that could conflict with execution of the investment program or which could impair their ability to make impartial investment decisions.~~

#### B. OBJECTIVES AUTHORITY

The District's primary investment objective is to manage the short-term investment portfolio to provide for financial stability. It is the objective of this policy to assist in accomplishing the following:

- Maximize earnings on District funds invested in high-quality, low risk securities with the overall prudent management of funds to maximize overall earnings at acceptable levels of overall risk.
- Investment of funds in securities with return of principal in a time frame consistent with the anticipated funding needs of the District, thereby reducing the risk of loss of principal due to market changes or untimely security sales.
- Ensure necessary liquidity of District funds for cash flow purposes.

#### INVESTMENT OFFICER

~~The Chief Financial Officer is designated as the Investment Officer of the School District and is responsible for investment decisions and related activities. The Chief Financial Officer will work very closely with the Investment Advisors to routinely monitor market conditions, the investment portfolio content and rebalance the portfolio accordingly.~~

#### INVESTMENT REVIEWS

~~The Chief Financial Officer will review reports on investment performance and present the same to the Superintendent, the Finance Committee and the Board of Education on at least quarterly basis. The performance review for each investment will address actual income and cash generated by the investment including the rate of return.~~

#### C. DELEGATION OF AUTHORITY CHANGES TO INVESTMENT POLICY AND INVESTMENT FUND MANAGER

The Superintendent or his/her designee shall conduct transactions, manage the District's investments program, and operate the investment program consistent with this policy.

#### POLICY REVIEW AND AMENDMENTS

The Chief School Administrator and Director of Finance, in conjunction with the School Board, shall review this policy at least annually to ensure its consistency with the objectives of income, growth and safety, and changes in applicable laws and financial trends. Any proposed amendments to the Investment Policy will be first presented to the Finance Committee and require approval by the Board of Education.

#### INVESTMENT FUND MANAGER

~~The Investment Manager is responsible for providing investment services to the School District to include the evaluation, purchase and sales of securities. In this capacity, the Investment Manager shall~~



~~invest the cash and securities from time to time allocated to it hereunder and deposited in the account, without distinction between principal and interest. The Investment Manager shall act as the North Slope Borough School District's fiduciary, and will discharge its duties with respect to the investments solely in the interest of School District.~~

D. PRUDENT INVESTMENT APPROACH SHORT TERM INVESTMENT GUIDELINES

Investments shall be made exercising the judgement and care under the circumstances then prevailing that a prudent investor of ordinary professional prudence, discretion, and intelligence exercises in managing investments with consideration for the investment objectives and the probable safety of the capital as well as the probable investment returns.

DISTRICT SHORT TERM INVESTMENT CATEGORIES

District short-term funds may be invested in the following categories:

- ~~1. United States government obligations.~~
- ~~2. Direct obligations of an agency or instrumentality of the United States of America, and obligations on which the timely payment of principal and interest is fully guaranteed by any such agency or instrumentality.~~
- ~~3. Repurchase agreements secured by obligations of the United States government, or an agency or instrumentality of the United States government.~~
- ~~4. Negotiable certificates of deposit issued by a bank receiving the highest short term credit rating from two Nationally Recognized Statistical Rating Organizations.~~
- ~~5. Shares of a money market mutual fund or other collective investments fund registered under the Federal Investment Company Act of 1940, whose shares are registered under the Federal Securities Act of 1933.~~
- ~~6. The maximum maturity of any single security shall not exceed five years. The weighted average maturity of the portfolio shall not exceed 2.5 years. The average weighted quality of the portfolio must be at least AA/AA2. 4.2~~

CONCENTRATION LIMIT

The following limitations shall be observed in the investment of funds:

- ~~1. Instrument Category Maximum, Maximum per Single Issuer~~
- ~~2. U.S. Government obligations 100% 100%~~
- ~~3. Repurchase Agreements 100% 100%~~
- ~~4. U.S. Agency obligations 100% 50%~~
- ~~5. Bank Certificates of Deposit 50% 10%~~
- ~~6. Money Market Mutual Funds 100% 100%~~

SECTION FIVE — LONG TERM

E. ETHICS AND CONFLICTS OF INTEREST INVESTMENT GUIDELINES

Employees involved in the investment process shall refrain from personal business activity that could conflict with execution of the investment program or which could impair their ability to make impartial investment decisions.

ASSET ALLOCATION GUIDELINES

~~The asset allocation guides the investment manager in creating a portfolio that best reflects the risk posture, expected return, and other investment parameters described in this Investment Policy. In addition, the allocation constraints allow the investment manager to rebalance the portfolio at strategically advantageous times without administrative burdens. The allocation ranges also allow the investment manager to obtain higher investment returns and/or lower investment risks (within the constraints) in response to market conditions.~~

#### ~~FUND LEVEL INVESTMENT GUIDELINES~~

~~The Fund will use low cost, efficient investment vehicles (index mutual funds and/or exchange traded funds (ETFs)) for all equity exposure. For the fixed income portion of the portfolio, the investment manager may use both mutual funds/ETFs or individual US dollar denominated investment grade fixed income securities. The Fund will achieve its objective via long-only, unlevered investments. The Fund is prohibited from engaging in short sales and margin transactions.~~

#### ~~PRODUCT LEVEL INVESTMENT GUIDELINES~~

~~The Board will take a conservative posture on derivative securities in order to maintain a risk averse nature. Since it is anticipated that new derivative products will be created each year, it is not the intention of this document to list specific derivatives that are prohibited from investment, rather it will form a general policy on derivatives. The Board recognizes that derivatives may be utilized within investment products as a portfolio management tool.~~

~~Derivative use and short exposure within a product are permissible when utilized for the purpose of creating or enhancing exposure to an asset class or implementation strategy. Due~~

~~to the inherent characteristics of derivatives, embedded leverage is permissible when fully collateralized.~~

~~Direct leverage or borrowing for the purpose of magnifying returns is prohibited. Exposure must be net long at all times.~~

#### ~~STRATEGIC ASSET ALLOCATION~~

~~Chart includes the Asset Class, Target, Minimum, and Max. Under Equity, is the U.S. Large Cap Equity with a target of twenty two percent, minimum of twelve percent, and thirty two percent max; U.S. Mid-Cap Equity with a target of two percent, minimum of zero percent, max of five percent; U.S. Small-Cap Equity with a target of one percent, minimum of zero percent, and maximum of five percent; International Developed Equity with a target of eight percent, minimum of zero percent, max of fifteen percent; and Emerging Markets Equity with a target of two percent, minimum of zero percent, max of five percent. Under Asset Class Alternatives includes Real Estate and Infrastructure. For Real Estate, the target is two percent, minimum zero percent, and five percent max; for Infrastructure the target is three percent, minimum of zero percent, and max of six percent. For the Fixed Income, under U.S. Fixed Income is a target of thirty five percent, minimum of twenty five percent, and max of forty five percent; For TIPS, the target is ten percent, minimum of five percent, and maximum of fifteen percent; For International Bonds, the target is five percent, minimum of zero percent, and minimum of ten percent; For Cash, the target is ten percent, minimum five percent, and fifteen percent maximum.~~

#### ~~PERFORMANCE BENCHMARK~~

~~PERFORMANCE—is listed as a chart including the asset class as previously mentioned with its corresponding performance benchmark in order as: Standard & Poor's 500 Index, Standard & Poor's 400 Mid-Cap Index; Standard & Poor's 600 Small-Cap Index; MSCI EAFE Index; MSCI Emerging~~

~~Markets Index; Standard & Poor's US REIT Index; STOXX Global Board Infrastructure Index; Bloomberg Barclay's US Aggregate Bond Index; Bloomberg 0-5 Year Treasury Inflation Protected Securities Index; Bloomberg Barclays Global Aggregate ex-USD Float Adjusted RIC Capped Index; and FTSE 90 Day T-Bill Index.~~

#### ~~INVESTMENT MANAGER PERFORMANCE REVIEW AND EVALUATION~~

~~Performance reports generated by the investment manager shall be compiled at least monthly and disseminated to the Board for review. The investment performance of the portfolio will be measured against the weighted blended target allocation listed in Table 1. Components of the portfolio will be measured against the specific benchmarks listed in Table 2.~~

~~The performance reporting methodology of the investment manager shall be compliant with the CFA Institute's Global Investment Performance Standards (GIPS). Consideration shall be given to the extent at which the investment results are consistent with the investment objectives, goals and guidelines as set forth in this Investment Policy. The Board reserves the right to terminate an investment manager for any reason without cause including:~~

- ~~1. Investment performance that is significantly less than anticipated given the discipline employed and the risk parameters established, or unacceptable justification of poor investment results.~~
- ~~2. Failure to adhere to any aspect of this Investment Policy, including communication and reporting requirements.~~
- ~~3. Significant qualitative or quantitative changes to the investment management process or organization.~~

#### F. REPORTS SAFEKEEPING OF ASSETS

The Superintendent or his/her designee will routinely monitor market conditions, the portfolio contents, the relative value of competing instruments and actual investments returns. Performance review of investments shall be conducted on a quarterly basis.

Performance Review. The review of each investment will address.

- Actual income and cash generated by the investment.
- Rate of Return

#### G. INSTRUMENTS

District short-term funds may be invested in the following categories:

1. United States government obligations
2. Direct obligations of an agency or instrumentality of the United States of America, and obligations on which the timely payment of principal and interest is fully guaranteed by any such agency or instrumentality.
3. Repurchase agreements secured by obligations of the United States government, or an agency or instrumentality of the United States government.
4. Negotiable certificates of deposit issued by a bank receiving the highest short term credit rating from two Nationally Recognized Statistical Rating Organizations.
5. Shares of a money market mutual fund or other collective investments fund registered under the Federal Investment Company Act of 1940, whose shares are registered under the Federal Securities Act of 1933.

6. The maximum maturity of any single security shall not exceed five years. The weighted average maturity of the portfolio shall not exceed 2.5 years. The average weighted quality of the portfolio must be at least AA/AA2.

### I. CONCENTRATION LIMITS

The following limitations shall be observed in the investment of funds:

Instrument Category Maximum, Maximum per Single Issuer

U.S. Government obligations 100% 100%

Repurchase Agreements 100% 100%

U.S. Agency obligations 100% 50%

Bank Certificates of Deposit 50% 10%

Money Market Mutual Funds 100% 100%

### CUSTODIAL ACCOUNTS

~~All investment products will be deposited in a custodial account of a major financial institution in good standing to ensure a robust system of checks and balances to satisfy fiduciary responsibility. Custodial duties include, but are not limited to, safekeeping of assets, producing monthly account statements, and acting as the master keeper of records, particularly as it pertains to the cost basis of assets.~~

*cf. 3400 - Management of District Assets/Accounts*

*cf. 3450 - Money in School Buildings*

Legal Reference:

ALASKA STATUTES

14.14.060 Relationship between borough school district and borough

14.17.505 Fund balance in school operating fund

ALASKA ADMINISTRATIVE CODE

4 AAC 06.120 Accounting and audit manuals, charts of accounts, code descriptions

4 AAC 06.121 Annual financial reporting requirements

4 AAC 09.130 School district audit

4 AAC 09.160 Fund balance

Adopted: 09/10

Revised: 10/20

Revised: \_\_\_/22

### **BP 3544.1 District-Owned Vehicles**

The Board recognizes the importance of having district-owned vehicles for the conduct of district business; however, district vehicles will be used for official business only. Personal use will not be permitted, unless exceptions are specifically made by the Board or by the Superintendent. Transportation to and from work shall be the responsibility of the individual employee.

District vehicles shall be defined as any mode of transportation purchased with District funds and is registered, insured, and/or maintained by the district.

Adopted 6/01

Revised \_\_\_/22

**BP 4112.4 HEALTH EXAMINATIONS**  
**4212.4**  
**4312.4**

Note: Alaska Statute 14.30.075, enacted in 2016, provides that school districts may require physical examinations of teachers as a condition of employment. Districts are not required to pay the cost of teacher physical exams and this does not affect the coverage of any health insurance benefits the district provides to teachers.

~~The Superintendent or designee may require applicants for employment in classified positions to undergo a pre-employment physical examination to show that they are physically able to perform the duties of specific jobs.~~

~~Continuing employees shall undergo annual tuberculosis tests in accordance with law.~~

Employees may be required to pass a physical and/or psychological examination any time such an examination appears necessary to preserve the health and welfare of district students and employees, or to furnish medical proof of physical or mental ability to perform satisfactorily the assigned duties of an individual's position, or as a condition of employment.

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

Legal Reference:

ALASKA STATUTES

~~18.15.145 Screening of school employees~~  
14.30.075 Physical examinations for teachers

ALASKA ADMINISTRATIVE CODE

4 AAC 18.010 Teachers' and administrators' contracts

Adopted 6/01  
Revised 09/18  
Revised \_\_\_/22

**FAMILY LIFE/SEX EDUCATION INSTRUCTION**

BP 6142.1

Note: For districts receiving federal funds, section 7906 of the Every Student Succeeds Act

~~9526 of the No Child Left Behind Act~~ sets limitations on how districts approach sexual subject matter and sex education. The law requires that federal funds *not* be used to (1) develop or distribute materials products or programs that encourage or promote sexual activity, (2) distribute or aid in the distribution by any organization of obscene materials to minors on school grounds, (3) provide sex education or HIV prevention education unless that instruction is age appropriate and includes the health benefits of emphasizes abstinence, or (4) operate a program of contraceptive distribution in schools. Non-federal funds may be used for these activities.

The School Board believes that a wholesome, well-planned sequence of instruction about family life and human sexuality is essential to the general education of all students. Lack of information or pervasive misinformation can cause low self-esteem, increased risk for sexually transmitted disease,

unintended pregnancy or sterility, and school dropout. The district curriculum shall help students understand the biological, psychological, social, moral, and ethical aspects of human sexuality.

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

*(cf. 6141 - Curriculum Development and Evaluation)*

*(cf. 6142.2 – AIDS Instruction)*

The family life/sex education program shall encourage students to be abstinent and to conceptualize sexual behavior in the ethical and moral context of marriage. The program shall be age-appropriate and shall address a full range of topics, including parenting and birth control, and shall emphasize that abstinence from sex is the only totally effective protection against unwanted pregnancy and sexually transmitted diseases.

The Superintendent or designee will inform district curriculum specialists, those who teach sex education, school nurses, and other appropriate school staff of federal funding restrictions regarding the distribution of contraceptives and the development and distribution of materials that may promote or encourage sexual activities. Teachers who provide instruction ~~instructing in health who do not possess professional training in the family life/sex education shall have professional preparation, either in preservice or inservice, in the subject area.~~ ~~area are responsible for enlisting appropriately trained instructors to teach this subject area~~

*(cf. 5141.42 Professional Boundaries of staff with students)*

Classes or programs in sex education, human reproduction education, or human sexuality education may only be instructed by a certified staff member employed by or contracted with the District or by an individual approved by the School Board who is supervised by certificated staff members of the District.

Before curriculum, literature, or materials related to sex education, human reproduction education, or human sexuality education may be used in a class or program or distributed in a school, the items must be approved by the School Board and available for parents to review.

The Superintendent or designee shall ensure that family life/sex education materials and instruction are continuously evaluated in light of information received from students, parents/guardians, and teachers, including information about what students did or did not learn, whether the program was workable for the teachers, and how it can be improved.

The Superintendent or designee may appoint a Family Life/Sex Education Advisory Committee representing a divergence of viewpoints to participate in planning, implementing and evaluating the district's family life/sex education program.

*(cf. 1220 - Citizen Advisory Committees)*

Parents/guardians shall be notified in writing at least two weeks before students are offered any instruction in which human reproductive organs and their functions, processes, or diseases are described, illustrated, or discussed. This notification shall inform parents/guardians that they may review instructional materials to be used in family life/sex education instruction, review the credentials of any presenter who is not a certified teacher of the district, and that they may request in writing that their child not attend the class. ~~Parents/guardians may review instructional materials to be used in family life/sex education instruction and they may request in writing that their child not attend the class.~~ At the parent/guardian's request, any student may be excused from any part of family life/sex education instruction.

*(cf. 1312.2 - Public Complaints Concerning Instructional Materials)*

Per AR 1312.2, Individual Students may be excused from using challenged materials after the parent/guardian has presented a request in writing. The teacher will then assign the student alternate materials of equal merit.

Legal Reference:

ALASKA STATUTES

14.03.016 A parent's right to direct the education of the parent's child

14.30.360 Curriculum Health education curriculum; physical education guidelines

14.30.361 Sexual education, human reproductive education, and human sexuality education

14.30.355 Sexual abuse and sexual assault awareness and prevention

14.30.356 Dating violence and abuse policy training, awareness, prevention, and notices

UNITED STATES CODE

Elementary and Secondary Education Act, 20 U.S.C. § 7906, as amended by the No Child Left Behind Act of 2001 (P.L. 107-110) Every Student Succeeds Act (P.L. 114-95 December 10, 2015)

Adopted 6/02

Revised 8/03

Revised \_\_\_/22

**~~HIV INFECTION/AIDS INSTRUCTION~~**

BP 6142.2

Note: For districts receiving federal funds, section 7906 9526 of the ~~No Child Left Behind Act~~ Every Student Succeeds Act sets limitations on how districts approach sexual subject matter and sex education. The law requires that federal funds *not* be used to (1) develop or distribute materials ~~products~~ or programs that encourage or promote sexual activity, (2) distribute or aid in the distribution by any organization of obscene materials to minors on school grounds, (3) provide sex education or HIV prevention education unless that instruction is age appropriate and includes the health benefits of ~~emphasizes~~ abstinence, or (4) operate a program of contraceptive distribution in schools. Non-federal funds may be used for these activities.

The School Board recognizes that ~~HIV Infection and~~ Acquired Immunodeficiency Syndrome (AIDS) and Human Immunodeficiency Virus (HIV) pose a public health risk. ~~At the present time, society's most~~ An effective weapon against the spread of this deadly disease is public education. ~~The number of HIV Infection/AIDS cases is steadily increasing. In the course of living their daily lives, our students will come into contact with people who have HIV Infection/AIDS. Therefore~~ The district's health education program will include factual information about the transmission of AIDS and HIV. HIV Infection/AIDS and how the disease is transmitted. Students will ~~must~~ be told what informed of voluntary behaviors that can result in infection and will be encouraged ~~must also be motivated~~ to prevent infection by making wise decisions in their daily lives. Instruction shall emphasize that abstinence ~~from sex~~ is the only totally effective protection against ~~HIV Infection/AIDS~~ through sexual transmission.

Instruction must be appropriate to the age and grade level of the students receiving it. The School Board particularly desires that students receive proper ~~HIV Infection/AIDS~~ education before they reach the age when they may adopt behaviors which ~~that~~ put them at risk of contracting ~~HIV Infection/AIDS~~.

~~In order for HIV Infection/AIDS instruction to be most effective, the Superintendent or designee shall ensure that staff members who will present this instruction receive continuing inservice training that includes appropriate teaching strategies and techniques.~~

Parents/guardians and community members representing ~~divergent viewpoints may~~ should have input into the selection and/or development of instructional materials to be used in HIV Infection/AIDS instruction. The curriculum shall be updated regularly.

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

*(cf. 6141 - Curriculum Development and ~~Evaluation~~ Design)*

*(cf. 6142.1 - Family Life/Sex Education Instruction)*

~~In the elementary grades, HIV Infection/AIDS education shall be provided by the regular classroom teacher and shall be designed by the site administrator to allay excessive fears of the epidemic and of becoming infected.~~

~~In middle school and high school, HIV Infection/AIDS education shall be provided by the health education teacher as part of a comprehensive health education program.~~

Sufficient classroom time should be provided to fully cover essential knowledge appropriate for each grade level and to allow students time to ask questions and discuss issues raised by the information presented.

In cooperation with local health agencies, as appropriate, the Superintendent or designee shall provide a program of orientation and information about HIV Infection/AIDS and the HIV Infection/AIDS instructional program for parents/guardians and interested members of the community. This program shall include the opportunity to examine all instructional materials. ~~before they are used with our students.~~ Staff providing the instruction shall receive training in accordance with BP/AR 5141.42, Professional Boundaries of Staff with Students. Before students receive AIDS instruction, parents/guardians shall be notified, in writing, at least two weeks before any instruction, description, illustration, or discussion on human reproduction or sexual matters, including human reproductive organs and their functions, processes, or diseases. In addition, this notification shall inform parents/guardians that they may review the instructional materials and review the credentials of any presenter who is not a certified teacher of the district and request in writing that their child does not attend the class.

~~Alternative study arrangements may be made for students whose parents/guardians ask that they not receive instruction regarding HIV Infection/AIDS.~~

At the parent/guardian's request, any student may be excused from any part of family life/sex education instruction.

Per AR 1312.2, Individual Students may be excused from using challenged materials after the parent/guardian has presented a request in writing. The teacher will then assign the student alternate materials of equal merit.

*(cf. 1220 – ~~Citizen~~ Advisory Committees)*

*(cf. 1312.2 - ~~Public~~ Complaints Concerning Instructional Material)*

*(cf. 5141.23 - Infectious Diseases Prevention)*

*(cf. 5141.42 – Professional Boundaries of Staff with Students)*

*(cf. 6142.1 - Family Life/Sex Education Instruction)*

Legal Reference:

ALASKA STATUTES

14.03.016 A Parent's right to direct the education of the parent's child

14.30.360 Curriculum Health education curriculum; physical education guidelines

UNITED STATES CODE

Elementary and Secondary Education Act, 20 U.S.C. § 7906 9526 as amended by the No Child Left Behind Act of 2001 (P.L. 107-110) Every Student Succeeds Act (P.L. 114-95 December 10, 2015)



Adopted 6/02  
Revised 8/03  
Revised /22

Board discussion regarded ensuring Board Policy 3430, Management of District Assets/Accounts, reflected the direction of the Board.

Frieda Nageak MOVED that the NSBSD Board of Education APPROVE the FIRST READING of: BP 3430, BP 3544.1, BP 4112.4, BP 6142.1, and BP 6142.2, as described in this memo SB23-021 amending Board Policy 3430, Management of District Assets/Accounts under B. Objectives to be READ AS, “the District’s primary investment objective is preservation of principle in the process of managing the short-term investment portfolio to provide for financial stability. It is the objective of this policy to assist in accomplishing the following.” Madeline Hickman SECONDED the motion. Discussion called. Question called. The motion carried in a roll call vote of five yes, zero no.

Nora Jane Burns -	Yes	Charles Brower -	Not Present
Qaiyaan Harcharek -	Not Present	Robyn Burke -	Yes
Frieda Nageak -	Yes	Nancy Rock -	Yes
Madeline Hickman -	Yes		

**INFORMATIONAL, ENROLLMENT & ATTENDANCE** is presented by Caitlin Santos, Director of Curriculum & Instruction. This agenda item meets Strategic Plan goal 1.2 Attendance. The report includes: current student count from K3-12 by each school site and attendance percentage for August 2022; and in comparison, the School Year 21-22 K3-12 Student Count. Students are counted as present during red school status. Nunamiut School, ninety-nine students at seventy-two point ninety-six percent attendance; Tikigaq School, two hundred fifty-nine students at seventy-four point forty-nine percent attendance; Nuiqsut Trapper School, one hundred sixty students at sixty-nine point zero one percent; Kali School, eighty-nine students at seventy-nine point sixty-one percent attendance; Alak School, one hundred sixty-seven students at seventy-seven point seventy percent attendance; Harold Kaveolook School, sixty-six students at seventy-eight point sixty-three percent attendance; Meade River School, eighty-two students at eighty-two point eighty-nine percent attendance; Barrow High School, two hundred ninety-nine students at sixty-six point seventy-five percent attendance; Eben Hopson Middle School, two hundred forty-six students at seventy-two point twenty-four percent attendance; Fred Ipalook Elementary School, five hundred twenty-seven students at seventy-two point sixty percent; and Kiita Learning Community, thirty-seven students at forty-seven point eighty-six percent. The total student count for K3-12 is two thousand thirty one at seventy-two point twenty-five percent attendance. The School Year 2021-2022 Student Count is as follows: Nunamiut School, ninety students; Tikigaq school, two hundred sixty-five students; Nuiqsut Trapper School, one hundred fifty-four students; Kali School, one hundred four students; Alak School, one hundred seventy-three students; Harold Kaveolook School, seventy-four students; Meade River School, seventy-eight students; Barrow High School, three hundred twelve students; Eben Hopson Middle School, two hundred seventy-eight students; Fred Ipalook Elementary School, five hundred sixty-one students; and Kiita Learning Community, twenty-seven students. Total Student Count for School Year 21-22 is two thousand one hundred sixteen.

Board discussion regarded an incentives plan to promote and improve attendance.

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

**SCHOOL BOARD COMMENTS:** Board comments regarded staff appreciation, student activities, utilizing Strengths, Weaknesses, Opportunities, and Threats to improve the schools, requested a list of Added Duty Contracts and an update on all Maintenance & Operations school projects.

**SCHEDULING OF NEXT MEETING:** Thursday, October 13, 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 4:53 P.M.** Nora Jane Burns MOVED to ADJOURN. Madeline Hickman SECONDED the motion. The motion carried UNANIMOUSLY. The meeting stands adjourned.

Respectfully submitted for the October 13, 2022 Regular Meeting:

\_\_\_\_\_  
Chelsie Overby, Board Secretary

\_\_\_\_\_  
, Board President

\_\_\_\_\_  
, Board Clerk