

NWABSD



Atautchikun Iñuuniałiptigun

Terri Walker, Superintendent

Box 51 • Kotzebue, AK 99752

907.442.1802

twalker@nwarctic.org

Serving the communities of:

Ambler • Buckland • Deering • Kiana • Kivalina • Kobuk
Kotzebue • Noatak • Noorvik • Selawik • Shungnak

Welcome New and Returning Board Members!

Agenda

NWABSD Programs Overview

- **Foundational Statements**
- **Strategic Plan Overview**
- **Organizational Overview**
- **Program Responsibilities Chart**
- **Director & Principal Lists**
- **Department Overviews**



Foundational Statements

MISSION

TO PROVIDE A LEARNING ENVIRONMENT THAT INSPIRES AND CHALLENGES STUDENTS AND EMPLOYEES TO EXCEL

VISION

TO GRADUATE ALL STUDENTS WITH THE KNOWLEDGE, SKILLS, AND ATTITUDES NECESSARY FOR A SUCCESSFUL FUTURE



2022-2027 Strategic Plan:

School and Culture:

- **Community- School Connectedness (one of the state-identified pillars) – Each site has a Tribal/Community Partnership Plan to provide relevant learning opportunities and support. Schools will support the plan with improvement data and ongoing adjustments for continuous improvement.**

Operational Improvement:

- **Maximizing Operating Software - Frontline**
- **Process Documentation – Process to support efficiency and succession planning.**

Instructional Support:

- **MTSS (Multi-Tiered System of Supports)/**
- **Trauma-Informed Teaching Practices (TITP) – Implement TITP practices through a train-the-trainer program, including ongoing reinforcement and implementation in the classroom.**

Wellness:

- **Sustainable Counseling Program – Develop the program with an implementation plan leading to an operationalized program to include documentation of counseling services at all sites.**

Growing Our Own:

- **Vocational Track Mapping – Align curriculum to support the growth of students throughout their education to be prepared for employable roles within the region.**
- **Regional Workforce Development – Develop a plan for ATC to grow alignment between offerings and regional workforce needs.**

Board Development

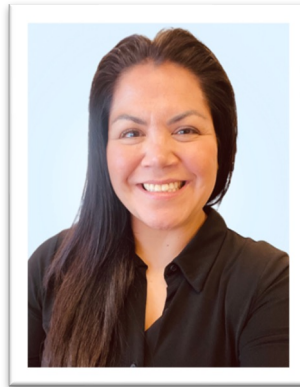
- **Standard Operating Procedures for Board – Define standard operating procedures to support board efficacy and improve onboarding and communications.**
- **Definition of Board Role – Define the board role and align it around the products of the board to support efficacy and board scope.**

ORGANIZATION

Regional School Board - 11-member regionally-elected governing body



Terri Walker
Superintendent



Shayne Schaeffer
Executive Assistant to
the Superintendent and
School Board



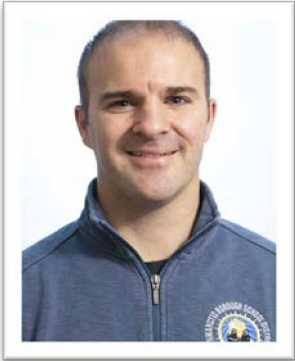
Brett Slaathaug
Student Activities
Coordinator

Superintendent

- I. Student Activities
- II. Department programs
 - a. Administrative Services
 - b. Curriculum
 - c. Human Resource
 - d. Maintenance
 - e. State and Federal Programs
 - f. Student Services
 - g. Technology
- III. 13 Pk-12 Grade Schools and Principals
- IV. Alaska Technical Center



Student Activities



Brett Slaathaug
Activities Coordinator



Athletic & Academic Activities:

1. Cross Country
2. 3A Volleyball
3. 1A M6 Volleyball
4. 1A Wrestling
5. 3A Wrestling
6. 1A Basketball
7. 3A Basketball
8. Native Youth Olympics
9. eSports
10. Battle of the Books
11. Spelling Bee
12. Science Fair

Responsible for:

- Activities Budgets
- Extra Duty Contract Support
- Activities Website
- Alaska School Activities Association (ASAA) Eligibility Support
- National Federation of State High School (NFHS) Coaching Certification
- NFHS Network Streaming
- ASAA: Region 1 Board
- Survival Bags
- Senior Trips Travel Support
- Weekly Items:
 - ✓ Flight Arrangement
 - ✓ NMS Food Service
 - ✓ NMS Custodial
 - ✓ Open Freight Leg Notification



NWABSD 2023-24 Program Responsibilities

Terri Walker, Superintendent
Shayne Schaeffer, Executive Secretary
Student Activities: Brett Slaathaug

NWABSD Board of Education, Curriculum/Instruction, Special Programs, State/Federal Programs; Instructional Technology & Information Services, Human Resources, Administrative Services, Property Services, Alaska Technical Center, Principals, Strategic Plan, Inter-Agency Program Collaboration, Communications, District Improvement Plan, Board Policies, Student Suspensions and Capital Projects
Capital Projects Manager-Consultant: Kathy Christy

Tracy Bell
Director of Curriculum/Instruction
 Assistant Director: Paulisa Scarlett

PreK-12 Curriculum & Instruction, Professional Development, Graduate Follow-up, Post-Secondary Collaboration, Inservice Evaluations, Classroom Schedules, Tech Prep, Chukchi Campus – UAF, Dual Credit, VTC Course Schedule, Early Learning Grant, Bridging the Gap Grant, Carl D. Perkins Federal Grant, Inupiaq Programs, Career Tech Education (CTE)
 Secondary 9-12 Career and Technical Ed. Career Exploratory 6-8 Education, Career, Awareness K-5 Education, School & Industry Workforce Development, Partnerships
MTSS: Kimberly Addington
Science Curriculum Development: Zonda Martin
Literacy: Kristen Woodie

Brandon Blackham
Director of Property Services
 Office Manager: Kiki Kenworthy

School Facility Maintenance/Repair, Teacher Housing, Maintenance/Repair, Deferred Maintenance/Repair, Fuel, Inventory/Purchase, Custodial Supply, Inventory/Purchase, Maintenance Supply, Inventory/Supply, Vehicles, Federal & State Inspection/Compliance, Summer Site Supervision, Computerized Maintenance Program, & Security, and Utilities
Plumber: Troy Humphreys
NMS Supervisor: Chris Moshella

Perrian Windhausen
Director of Special Programs
 Assistant Director: Dr. Ronald Malcolm
 Secretary: Byrd Carter

Pre-K-12 Special Education, Immunizations, Itinerant SPED Services, Extended School Year Services, Child Find, 504 Plans, Counseling/Counselors, Youth Leaders, Attendance, Assessment Testing, Progress Monitoring, Student Data/Records/Stats, Assessment Staff Development, Graduate Transcripts, Report Card to the Public, Limited English Proficiency, Gifted/Talented, Work Keys Assessment, Student Information Services (PowerSchool), Student Data/Records/Stats, Alaska Career Info System Administration, & Student Online Portfolio, Child Abuse Reporting, Student Accident Reports

Assessment Coordinator: Robin Gage
Infant Learning Assistant: Maureen Nolan
Infant Learning Coordinator: Wanda Baltazar
Occupational Therapist: Tracey Schaeffer
Compliance Coordinator: Francis Gage
SpEd Liaison/Teacher: Emily Davis
SpEd Liaison/Teacher: Angela Eisel
SpEd Liaison/Teacher: Eddie Williams
Student Records: David Smith
Youth Leaders Coordinator: Andrea Zink

Jefferey Alexander
Director of Human Resources
 Assistant Director: Kathryn Self

Health Insurance, Worker's Comp., PERS/TRS, Position Vacancies, Recruiting, NAEA/NAESPA, Disciplinary Actions, Grievances, Negotiations, Extra-Duty Contracts, Certification, Highly Qualified Staffing, Maintenance, Unemployment Claims, Student Accidents, Teacher Housing, Staff Evaluations, Mandatory Training, & Drug/Alcohol Testing, Title IX Coordinator, Sex/Gender Equity Contact

HR Officer: Qutan Lambert
Assistant HR Officer: Amie Gardner

Amy Eakin
Director of Instructional Technology & Information Services
 Assistant Director: Paul Wood

Pre-K-12 Instructional Technology, Technology Staff Development, Technology Plan & Policies, eRate, Inter-agency Technology Collaboration, Technology Grant Funds, Digital Citizenship, Computer Installation/Maintenance, Resource Technology Leaders, Network, Telecommunications, Video Teleconference (VTC), & Technology Purchases

Computer Field Technician: Kwang "Ken" Hong
Computer Field Technician: Christopher Walker
Computer Field Technician: John Miner
Technology Coordinator: Conor McCoy

Joy Cogburn
Director of State & Federal Grants
 Admin Assistant: Loretta Kittrell

ESSA Grant Funding: Application, reports and compliance issues, Site Improvement Plans, School Climate, Safety and Academic Services Grant, Indian Education Grant, Migrant Education recruiting activities, Grant Budget development and revisions, Supervision of grant fund applications, activities and records, Extended School Programs/Summer School Programs, PAC/tribal consultation, Emergency Preparedness, Star of the Northwest Magnet School, & Drivers Education

Program/Development Specialist: Scott Martin

Megan Williams
Director of Administrative Services
 Assistant Director: Deborah Walker

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

Accountant II: Kim Rotman
Accounts Payable: Lois Booth
Accounting Tech: Amanda Kenworthy
Food Service: Amber Colvin
NMS Food Service: Linda McDermott
Payroll Officer: Clara Henry
Payroll Officer-Assistant: Delia Shuster
Purchasing Agent: Brad Eisel

Karl Kowlaski
Director of Alaska Technical Center
 Assistant Director: Ivy Shelton

Industry Liaison
 General Education Development (GED)
 Statewide Adult Vocational Training: business, management, marketing and related support service; construction trades; health professions and related programs, mechanics and repair technologies; & transportation and materials moving

Health Occupations: Jay Panilio
Process Technology: Merle Green
Registrar: Lori Jorgensen
Construction Trades Instructor: Charles Keeter
Career Technical Education/Readstart: Clay Beck
Culinary Arts Instructor: Alejandro Vargas
GED Instructor: China Kantner
Recruiter/ Administrator: Eugene Wilkerson
Registrar: Lori Jorgensen
ATC/STAR Student Adviser: Matt Cooper





Sarah Hutchison
Ambler



Cherita Williams
Buckland



Brenda Noe
Deering



James Stewart
Kiana



Jeremy Millard
Kivalina



Julie Shotwell
Kobuk



Faith Jurs
June Nelson
Elementary



Gary Perkins
Kotzebue Middle
High School



Lori Lundgaard-
Hall
Noatak



Michael Zibell
Noorvik



Jamie Cowart
Selawik



Roger Franklin
Shungnak



Joseph Groves
Homeschool

Principals





Karl Kowalski
Alaska Technical Center



Megan Williams
Administrative Services



Tracy Bell
Curriculum



Jeffery Alexander
Human Resources



Brandon Blackham
Maintenance



Joy Cogburn
State & Federal Programs



Perrian Windhausen
Student Services



Amy Eakin
Technology



Directors

NWABSD Programs Overview



Alaska Technical Center





STAR OF THE NORTHWEST
MAGNET SCHOOL

Alaska Technical Center and STAR Magnet School

School	Adult Students	High School Students	Students Living in the Dorms	Classified Staff	Certified Staff
ATC	4	107	3	7	3
STAR	NA	26	33	8	2

Construction Trades	7	Employability Skills	4
Welding	21	Intro to Process Technology	8
Medical Terminology	1	Design and Fabrication	16
Intro to Health Careers	3	Small Business Enterprise	3
Arctic Resource Management	18	Business Software I	11
Intro to Culinary Arts	10	Foundations of Tech & Eng. (drones)	9



ATC/STAR STAFF DIRECTORY

ADMINISTRATION

Karl Kowalski, Director ATC & STAR of the NW Magnet School

Ivy Shelton, Assistant Director ATC & STAR of the NW Magnet School

FACULTY AND STAFF

Lori Jorgensen, Registrar

Eugene Wilkerson, Recruiter

Matt Cooper, ATC/STAR Student Advisor

VACANT, Secretary

ADULT EDUCATION

China Kantner, Instructor

CULINARY ARTS

Chef Alejandro Vargas

CONSTRUCTION TRADES

Charles Keeter, Instructor

HEALTH OCCUPATIONS

Jay Panlilio, Instructor

PROCESS TECHNOLOGY

Merle Green

CAREER & TECHNICAL EDUCATION/ READISTAR

Clay Beck, Instructor

Marc Tumaneng, Instructor

DORMITORY

Mary Keeter, Dorm Parent STAR

Shawata Blackman, Dorm Attendant STAR

Marlene Centino, Dorm Attendant STAR

Peter Lie, Dorm Attendant STAR

Jennifer Nelson, Dorm Attendant STAR

Hykela Dunn, Dorm Attendant STAR

Mary Nauska, Dorm Attendant ATC

Vacant, Attendant ATC



Alaska Technical Center

The *only* post-secondary institute aligned with a public school district within the state of Alaska.

High School

- ✓ High school juniors and seniors complete college credits and/or industry certifications prior to graduating.

Adult Education

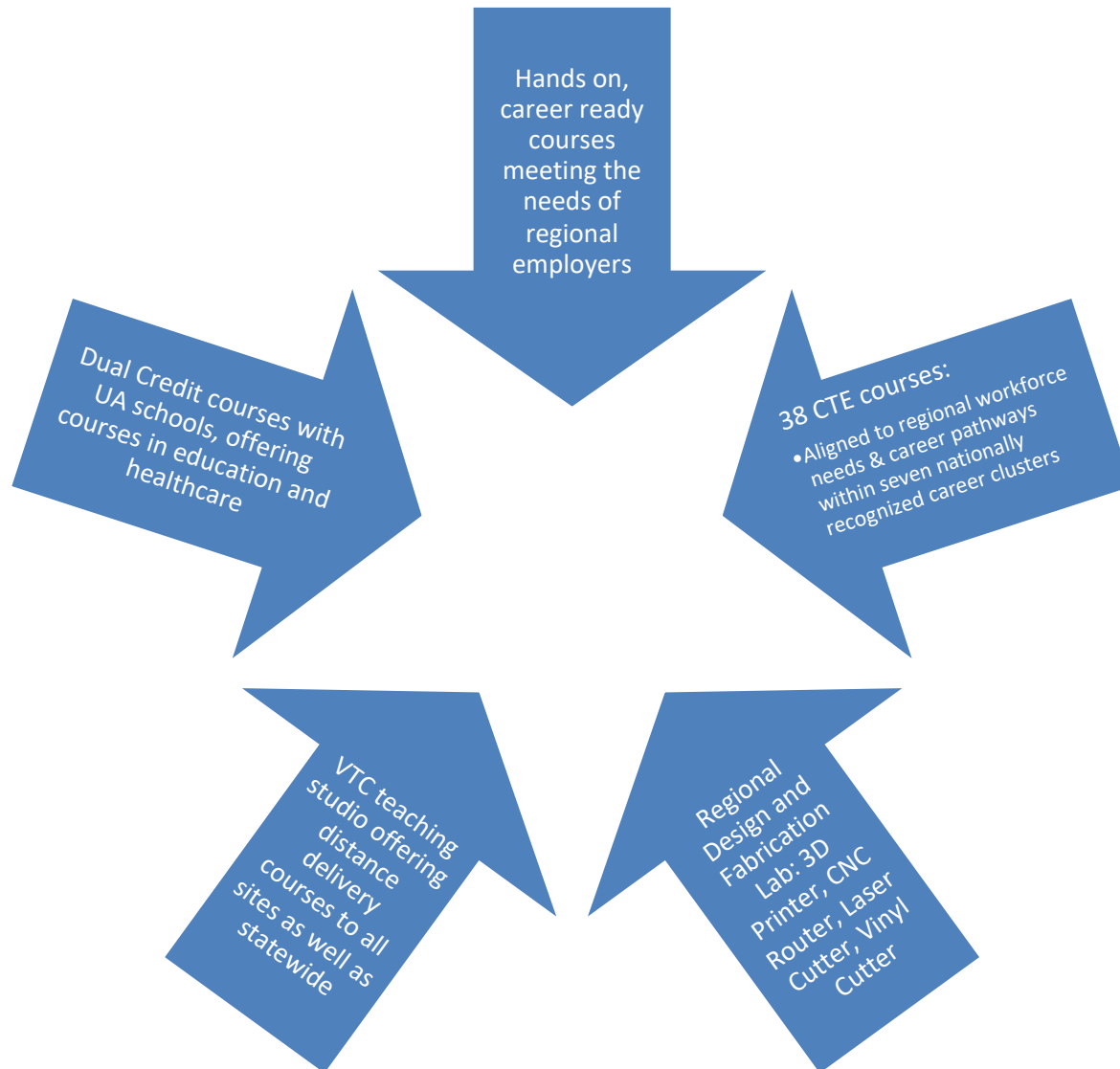
- ✓ Adults work towards certifications and college credits that lead to high paying, in demand jobs in as little as 10 weeks.

GED Program

- ✓ The GED program services the high demands for all 11 villages



The ATC Can Provide:



Star of the Northwest Magnet School

A Statewide residential boarding school that offers:

★ LIFE SKILLS

Enhances life skills that assist young adults in the transition to post-secondary opportunities

★ CAREER AND TECHNICAL EDUCATION

Utilizes career and technical education to provide unique experiences for students to be work ready

★ ENRICHMENT OPPORTUNITIES

Career related experiences to prepare the student for the employment opportunities of the region

★ DUAL CREDIT

Dual credit opportunities through University of Alaska on the Chukchi campus

★ RESIDENTIAL FACILITY

A 40-bed dormitory allowing students to learn life and social skills with students from across the State



STAR OF THE NORTHWEST
MAGNET SCHOOL

★ Business ★ Culinary Arts ★ Education ★ Healthcare ★ Process Technology ★ Construction

Educational Partnerships



Northwest
Arctic
Borough
School
District



OF THE NORTH
MAGNET SCHOOL

Star of the
Northwest
Magnet
School



OF THE NORTH
MAGNET SCHOOL

ReadiSTAR
Variable
Length
Sessions

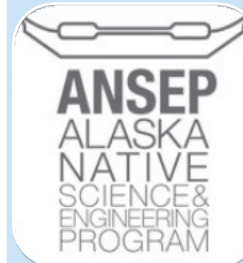


Kotzebue
High School



College of Rural and
Community Development
Chukchi Campus

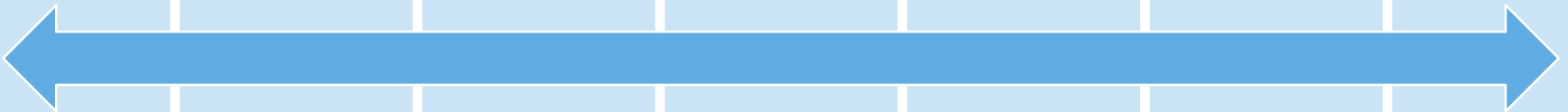
UAF
Chukchi
College



Alaska
Native
Science &
Engineering
Program



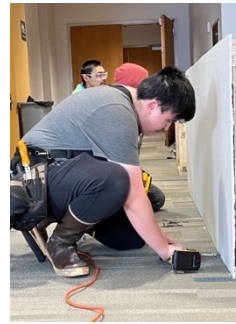
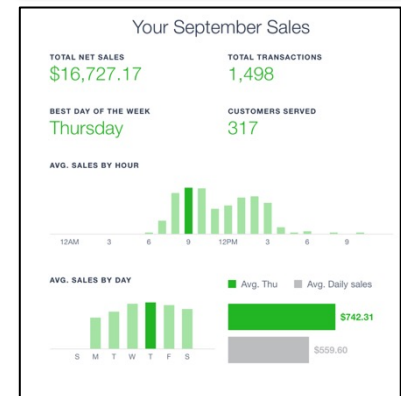
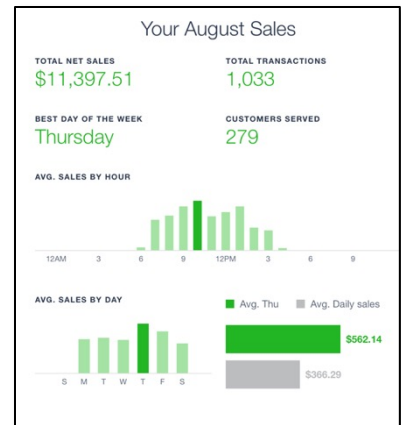
Alaska
Technical
Center

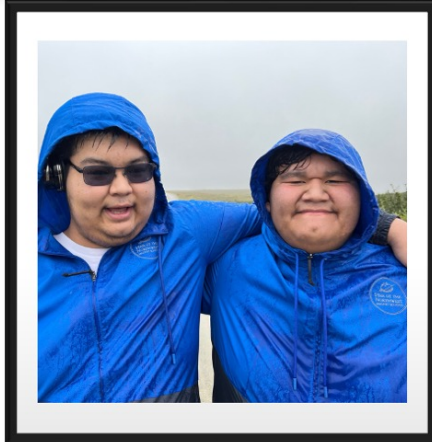


Small Business Enterprise



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







Administrative Services



Administrative Services Team



Megan Williams
Director



Deborah Walker
Asst Director



Amber Colvin
Food Service



Kim Rotman
Accountant



Brad Eisel
Purchasing Agent



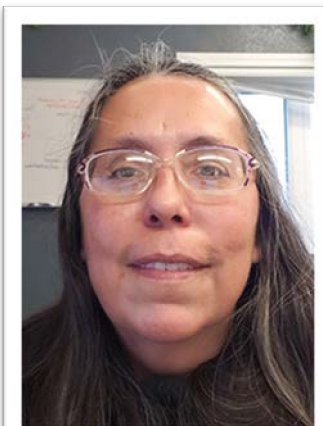
Lindsay
McCafferty
Accounts
Payable Clerk



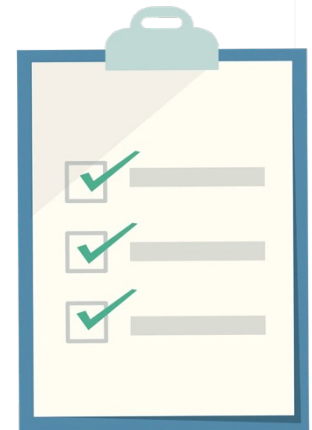
Lois Booth
Accounts
Payable Clerk



Amanda Kenworthy
Accounting
Technician



Clara Henry
Payroll Officer



Delia Shuster
Assistant Payroll
Officer 22

Administrative Services Department Responsibilities

- ✓ General Ledger & Cash Management
- ✓ General & Grant Accounting
- ✓ Payroll & Employee Benefits
- ✓ Accounts Payable & Receivable
- ✓ Purchasing
- ✓ Food Service
- ✓ District Insurance



Cash Management

- ✓ Bank account reconciliation and maintenance
- ✓ Investment portfolios
- ✓ Cash deposit accounts (i.e.. JNES scholarship)
- ✓ General fund & Payroll checking accounts
- ✓ Student activities reconciliations
- ✓ Food service & other collections
- ✓ Dual Control Process → Internal Control Compliance
 - ▶ Two individuals must approve a new account, removal, or change.

Budget Coordination

- ✓ Annual fiscal budget and process
- ✓ Advising on the timeframe and framework
- ✓ Budget committee
- ✓ Provide information to stakeholders
- ✓ Review of external resources that impact the annual budget.
 - ▶ i.e., Full Value Determination, Cost of Living Allowance, Legislative Updates, Utility Rate Changes



Monthly Budget			
PROJECTED MONTHLY INCOME		Income 1	€ 1,500.00
		Extra income	€ 500.00
		Total monthly income	€ 2,000.00
ACTUAL MONTHLY INCOME		Income 1	€ 1,500.00
		Extra income	€ 1,000.00
		Total monthly income	€ 2,500.00
		Difference	€ 500.00
HOUSING			
	Projected Cost	Actual Cost	Difference
Mortgage or rent	€ 1,500.00	€ 1,400.00	€ 100.00
Phone	€ 60.00	€ 100.00	€ (40.00)
Electricity	€ 50.00	€ 60.00	€ (10.00)
Gas	€ 200.00	€ 180.00	€ 20.00
Water and sewer	€ 50.00	€ 48.00	€ 2.00
Cable			
Waste removal			
Repairs			
			€ 1,788.00

Federal, State, & Local Financial Reporting

- ✓ Submit Fiscal Operating Budgets to State Department Education Early Development (DEED)
- ✓ Single Audit for Federal & State Reporting
- ✓ Audit for Retirement Plan
- ✓ Reports for various agencies,
 - ▶ i.e.: Northwest Arctic Borough, National Education Association, Affordable Care Act Reporting, Internal Revenue Service, Alaska Public Entity Insurance, Public, Other

Administrative Technology

- ✓ Tyler Technology Infinite Visions Software
- ✓ Kronos Timeclock Systems

Employee Benefits

- ✓ State Public Employee Retirement System
- ✓ Teacher Retirement System
- ✓ Workmen's Compensation
- ✓ Unemployment
- ✓ Federal Income Tax Reporting
- ✓ Federal Insurance Contributions Act
- ✓ Long Term Disability
- ✓ Health Insurance & Affordable Care Act Reporting

Internal Audit

- ✓ Preparation and fair presentation of the financial statements
- ✓ Retirement and grant programs
 - ▶ i.e., food service or other grants



Administrative Services Timeline

**July-Beginning of New Fiscal Year,
Budget for DEED Report Due, Year End
Adjustments**

**January-W2 Processing, 1099 Processing,
ACA Reporting, Quarterly Reports Due,
IRS Tax Due-PCori**

August-In-service Training, School Begins,
Rent Begins, Audit Prep, Year End
Adjustments

February-Begin New Budget Prep

September-IRS Taxes Due, ESC Tax Report
Due, Audit Field Work, Retirement Audit,
Food Service Audit

March-On-going Budget Prep, IRS Taxes
Due, ESC Tax Report Due, Student Count
Due

October-Audit Completion ready for
State/Feds, Quarterly Reports Due, Board
Audit Update at Retreat, Student Count Due

April-On-going Budget Prep, On-going
Insurance Renewal Prep, Quarterly Reports
Due, Begin NMS Contract Renewal Review &
Negotiation

November-Work, Work, Work

May-On-going Budget Prep, Budget
Committee Forecast Discussion, On-going
Insurance Renewal Prep, Principal Closeout

December-IRS Taxes Due, ESC Tax Report
Due, Impact Aid Applications Due, Indirect
Rate Proposal Due

June-Budget Work Session, Budget Due to
the Board for Approval, IRS Taxes Due, ESC
Tax Report Due

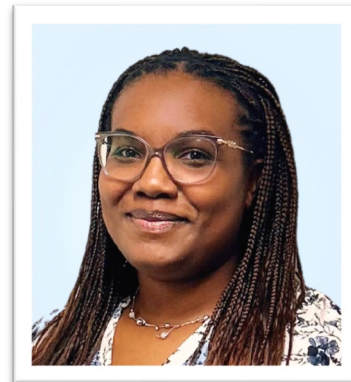
Curriculum



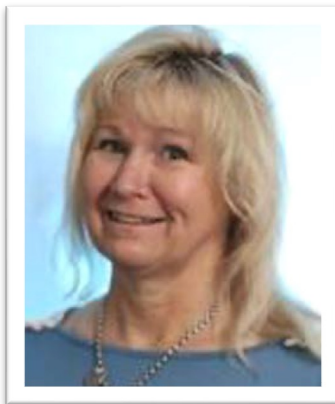
Curriculum Department Team



Tracy Bell
Director



Paulisa Scarlett
Assistant Director



Kimberly Addington
Staff Development; PK-12



Kristen Woodie
Staff Development; Literacy



Zonda Martin
Staff Development;
Place-Based Science



Iñupiaq Language Program



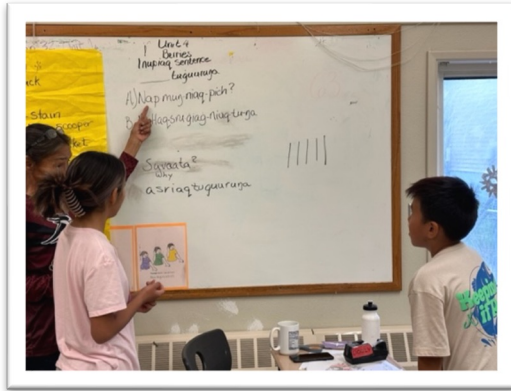
- ✓ Focused on providing Iñupiaq language instruction for students in grades PK-12.
- ✓ Iñupiaq teachers serve as culture bearers to support culturally-affirming activities at each school.
- ✓ Professional Learning Community centered around empowering Iñupiaq instructor's language confidence and classroom strategies.

2023-2024 Goals

- ❑ Develop Iñupiatun language and culturally-themed classroom materials and visual aides to support instruction.
- ❑ Contract facilitator for continued Iñupiaq Curriculum Development and coaching on immersion strategies.
- ❑ Collaborate with tribes for locally sponsored cultural activities within each community.



Place Based Science Curriculum



- ✓ Developed around AK Science Standards to support high school course requirements.
- ✓ Flexible and adaptable to support specific communities' subsistence activities and traditions.
- ✓ Iñupiaq language inclusion throughout the curriculum to connect science and traditional ways of knowing.

2023-2024 Goals

- ✓ Vision: Iñupiaq teachers and culture bearers collaborate with science teachers develop culturally-affirming activities that bridges students' learning with their culture.
- ❑ Develop a Professional Learning Community centered around bridging science teachers and Iñupiaq instructor's collaboration.
- ❑ Contract facilitator to support continued Curriculum Development.
- ❑ Collaborate with tribes for locally sponsored cultural activities within each community.



Safety



- ✓ Alice Training 78 staff complete.
- ✓ CPR Training 120+ staff trained to date.
- ✓ Site supply checks in progress– AED batteries and pads replacement partially completed. Maniilaq will check and replace batteries/pads during village visits.
- ✓ October 2023 Inservice will provide Crisis Prevention Intervention verbal de-escalation techniques to all staff.

2023-2024 Goals

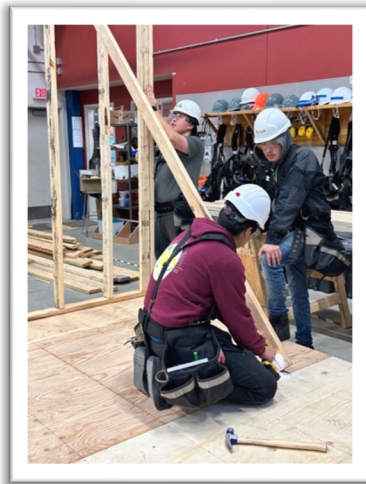
- Gather all existing and needed data to support a comprehensive safety plan.
- Understand community safety plans to support integration.
- Discover traditional safety support and successful programs that demonstrate whole community engagement, i.e., Search and Rescue.

Career Technical Education

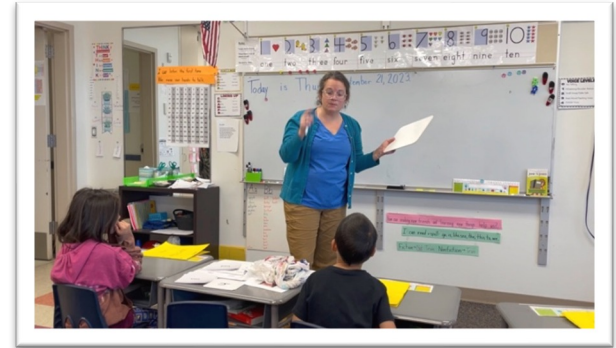
- ✓ Construction Technology, Culinary Arts, and Arctic Resource Management provide culturally relevant learning and trades development opportunities.
- ✓ Courses are focused around strengthening community relationships to provide students practical skills and support local economic growth.
- ✓ Collaboration among Curriculum Department, Principals, Counselors, and CTE teachers fosters student engagement by expanding career exploration opportunities and feedback on student interests.

2023-2024 Goals

- ❑ Expand course offerings to incorporate education, business, and aviation tracks.
- ❑ Professional development centered around structuring course offerings to build to dual enrollment and internship opportunities.
- ❑ Provide opportunities for students to join Career Technical Student Organizations (EdRising, T3, and SkillsForce).



Instructional Staff Support



- ✓ Literacy Staff Development travels quarterly to each village to provide literacy support, distribute books, and support parent engagement nights.
- ✓ PK-12 Staff Development travels once-per-semester to provide curriculum and technology support.
- ✓ Instructional and SPED Paraprofessionals received ECRI training to increase literacy support.

2023-2024 Goals

- ❑ Develop office hours schedule to provide timely, remote support to instructional staff.
- ❑ Establish Professional Learning Communities to increase collaboration amongst all staff.
- ❑ Provide timely, curricular program specific professional development.
- ❑ Develop coaching and specific professional development to Instructional Paraprofessionals.

MTSS

PREVENTION
for all Students

ENRICHMENT
for all Students

INTERVENTION
for all Students



- ✓ AK Reads Act MTSS Plan approved by AK DEED.
- ✓ Established mClass benchmarking system.
- ✓ Instructional and SPED Paraprofessionals received ECRI training to increase literacy support.

2023-2024 Goals

- Identify literacy intervention needs of K-3 students.
- Align current programs within MTSS framework.
- Implement structured literacy plan and grade-level pacing guides.
- 80% students move one level of proficiency by end of year 2024.

Multi-Year (5 years):

- Tier one proficient at grade level for grade 3.



Human Resources



Human Resources

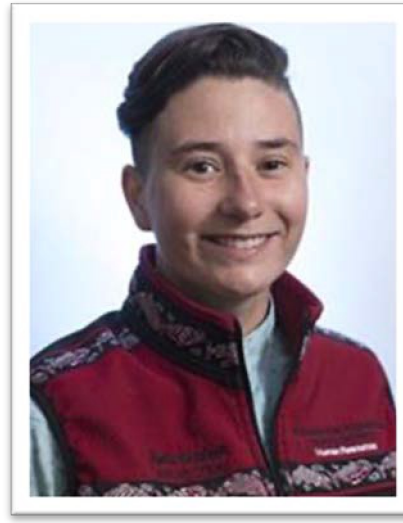
Who is on the team?



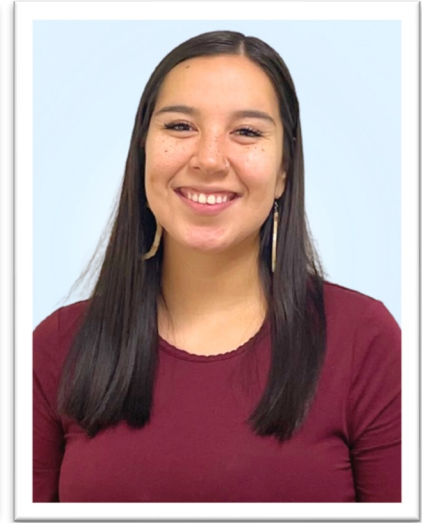
Jeff Alexander
Director



Kathryn Self
Assistant Director



Amie Gardner
Human Resources
Officer



Qutan Lambert
Human Resources
Assistant Officer

Dedicated to recruiting and retaining talented personnel to educate and support all students.



Benefits

- Salary
- Retirement
- Leave
- Health & Life Insurance
- Housing (certified)
- Services
 - ✓ Payroll Direct Deposit
 - ✓ Pre-tax health, medical spending and childcare plans
 - ✓ Tax sheltered annuities available



Surveys & Complaints



- Public Input on Teachers
- Public & Teacher Input on Administrators
- Exit Surveys
- Negotiated Agreement Grievances
- Investigations
- Title IX Gender Equity & Sexual Harassment



Onboarding and Retention



- Job Descriptions
- Onboarding paperwork
- Orientation
- Code of Conduct
- Mandatory Training
- Teacher Effectiveness
- Employee Evaluations
- Certifications
- Highly Qualified Personnel Requirements
- Student Teacher Pathway
- Negotiations
- Salary Schedules





Recruitment

Online & in-person Interviews



Online Recruiting



- Handshake
- LinkedIn
- Better Teams
- ITEACHAMERICA
- ATP



In Person Recruiting

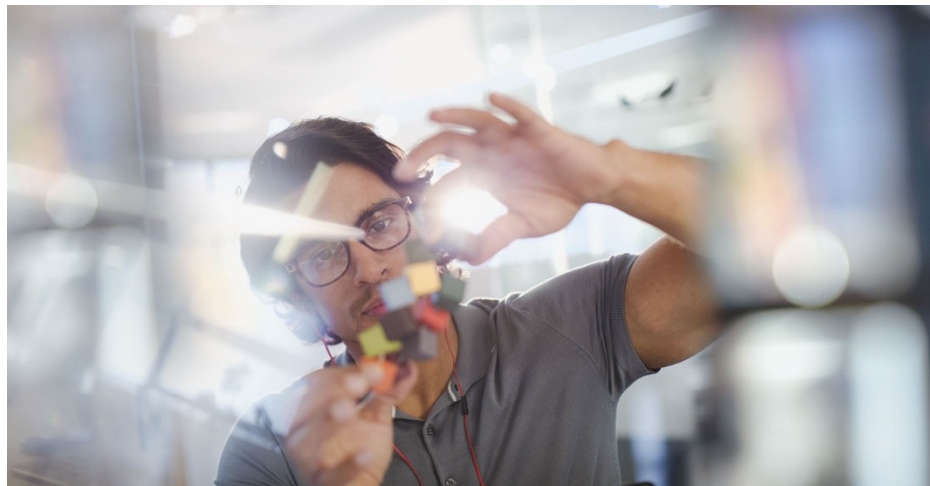


Word of Mouth

Walk-in Candidates

Advertisement Recruits

Family and Friends



International Recruiting



VISAs

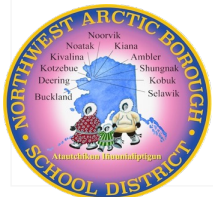
Hiring An International Teacher Process



Two Types of Visas that are being used by the NWABSD

J-1 Visa (Outside Agency Sponsored Teachers)

H-1B Visa (School District Sponsored Teachers)



J-1

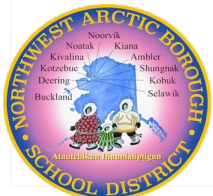
J-1 Visa Teachers are sponsored by non-district agencies. In order for the district to hire them, HR contacts the agency and agrees to write the contract. J-1 teachers are easy to obtain but there are some restrictions as well as some advantages. The major issues:

1. As of FY-24, J-1 teachers can only be hired by larger villages that have easy access to airports and/or hospitals. For our district, we can now only hire J-1 teachers in Kotzebue. If the J-1 teacher was hired prior than for the FY-24 school year, he/she may remain at that location.
2. J-1 teachers must have visas renewed in 3 years and can only work for a period of 5 total years in the USA, They then must return to their country for at least one year.
3. Since the J-1 teachers are sponsored by agencies rather than the district, relocation, reassignment and other issues would need cooperation between the agency and district for changes.
4. Costs and Fees are paid by the sponsors, not the district. The district is responsible for the Contract and Teacher Benefits just like other teachers.



H-1B

- The School District is responsible for H-1B sponsorship rather than outside agencies.
- A district must get approval to sponsor an H-1B teacher by the government.
- The district must apply for the visas through Immigration Services.
- Since H-1B visas are limited in general, teachers can be granted a little priority by immigration services if the district is affiliated with a university to help sponsor the teachers.
- The NWABSD has an Affiliation with the University of Alaska, Southeast.
- Just as there are restrictions and assets with J-1 teachers, H-1B teachers also have restrictions and assets.



H-1B Continued

- Teachers can be placed in any location
- Teachers can renew visas in 3 years and can also start applying for green cards and citizenship later
- The District has upfront expenses but recover them through teacher payback
- The District can hire directly or use an Agency to help with requirements



H-1B Continued (2a)

NWABSD has used an agency to do the following necessary requirements:

- Prescreen and vet candidates (requiring travel to foreign country by the agency)
- Analysis of International Transcripts
- Assure that the candidates are qualified and able to receive certification
- Coordinate travel to the USA
- Provide temporary housing during travel



H-1B Continued (2b)

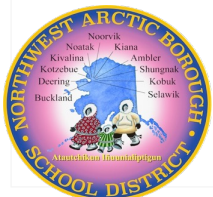
- Collect paperwork for Department of Migrant Workers
- Help collect paperwork and assign International Lawyers
- The agency charges the teacher for the service rather than charging the District
- The District can use only 1 agency for the services



HR finds a good candidate. What now?

HR interviews the candidate that has been recommended, vetted, and prescreened. (In the interview, we pay close attention to see if the person speaks understandable English for children.)

If the candidate is approved by Human Resources, a contract is sent along with the assigned location.



International Lawyer Assigned

A lot of paperwork is required:

- When all paperwork is signed and approved by the International Lawyer, it is sent to the US Department of Immigration for Visa Approval.
- Once approved, if the teacher is from the Philippines, new paperwork is required and sent to the Department of Migrant Workers (DMW).
- If the teacher is not from the Philippines, he/she does not have to go through the DMW.



Teacher Paperwork

- Apply for teacher certification (Essential to apply early!)
- Requires Request and Assurance forms from HR
- Mandatory Training Required
- Apply for Social Security immediately upon arrival
- Other paperwork as required by HR, Immigration services, etc.



Human Resources

HR issues arise when dealing with numerous agencies and people. Some people or agencies are very slow to respond which cause delays in the processing.

The paperwork requirement is immense.

Hopefully, this presentation will help all to understand a little of what happens when an applicant is hired requiring a Visa. The process of hiring teachers through H-1B visas is lengthy, but hopefully in the end, it will be rewarding to all involved.



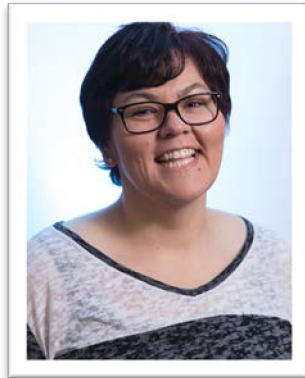
Property Services



Kotzebue Property Services Staff



Brandon Blackham
Director



Kiki Kenworthy
Office Manager



George Cowart
Preventative
Maintenance Manager



Troy Humphreys
Plumber



Brandon Blackham
Electrician

Vernon Nelson
Carpenter/Painter

Trestin Tate
Mechanic

Jansen Cowart
Temp Carpenter



Property Services Department

ADMINISTRATION	Brandon Blackham <i>Director Property Services</i>
PLUMBER	Troy Humphreys
PLUMBER	(VACANT)
ELECTRICIAN	(VACANT)
HEATING CONTROLS	(VACANT)
CARPENTER	Vernon Nelson
CARPENTER	(Temp) Jansen Cowart
MECHANIC	Trestin Tate
MECHANIC	(VACANT)
MAINTENANCE OTZ	(VACANT)
OFFICE MANAGER	Kiki Kenworthy Davis
MAINTENANCE SPECIALIST / DATA ENTRY	(VACANT)
MAIL PERSON	(Temp) Christian Short



Department Organization

Property Services

Kotzebue Crew Size:

- ✓ 1-Director,
- ✓ 0-Electrician,
- ✓ 1-Plumber,
- ✓ 1-Mechanic,
- ✓ 2-Carpenters,
- ✓ 1-Office Manager,
- ✓ 1 Preventative Maintenance Manager
- ✓ 0-Heating Controls Technician.

Site Maintenance → Building Plant Operator (BPO):

- ✓ Each site has one Building Plant Operator (BPO).
- ✓ Hired by the Director of Property Services and Supervised by the site Principal.

Site Custodians:

- ✓ The number varies per site based on school size
- ✓ Hired and supervised by NANA Management Services

Department Organization

Property Services

Responsible for maintaining & operating:

- 13 Schools → 810,824 square feet
- 2 → 40-bed Dormitories
- 13 Fuel Farms
 - ✓ 911,000-gallon total capacity
- 12 Back-up generators
- 119 Housing Units
- 60 Air Handling Units
- 84 Boilers
- 46 Toyotomi Heaters



AMBLER



BUCKLAND



DEERING



KIANA



KIVALINA



KOBUK



JUNE NELSON
ELEMENTARY



KOTZEBUE
MIDDLE/HIGH



NOATAK



NOORVIK



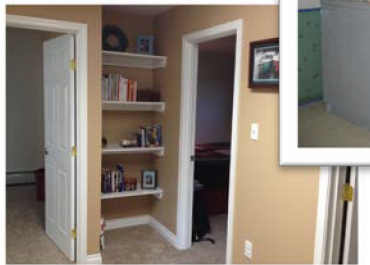
SELAWIK



SHUNGNAC



ALASKA
TECHNICAL
CENTER



Inspections

Property Services



State Fire Marshall

- ✓ The Director of Property Service travels with the Fire Marshall and conducts an inspection accompanied by the site principal.
- ✓ A copy of the inspection report is given to the site principal.

Coast Guard

- ✓ Yearly, the inspections are conducted on the fuel oil fill lines leading from the river to the tank farm.
- ✓ The Property Service department receives the report and is responsible for correcting any deficiencies.

Fire Alarm Inspections

- ✓ Fire alarm inspection and repairs are conducted each year by a contractor.

Fire Sprinkler System Inspections

- ✓ Annual inspection are performed by a contractor.
- ✓ Currently all sites have sprinkler systems except for Kivalina.

Fire Extinguisher Inspection

- ✓ Inspections are performed annually by a contractor for all handheld extinguishers and kitchen hood suppression systems.

State Health & Safety (AK. State Environmental Conservation Office)

- ✓ Annual inspection for each site.
- ✓ The inspection covers kitchen use and building safety.



Facility Security

Property Services



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



Vehicle Use

District Motor Pool

- ✓ 13 Four wheelers,
- ✓ 35 Mini-vans, Pickups, SUVs, and Passenger vans,
- ✓ 9 Snow machines
- ✓ 2 School Buses.

Vehicle Assignment

- ✓ In Kotzebue vehicles are assigned by the Superintendent



Needs

Fire System Repair Needed

- Selawik (Needs New Panel And Equipment)
- Shungnak (Fire Suppression System Inoperable)
- Noorvik (We Purchased The Parts Last Year For This)

Heating Control Systems Down That Need Replaced

(Dena Strait currently working on a grant to see if the NWABSD qualifies)

- No Control – Deering, Noorvik, Selawik, Shungnak, Noatak, Kotzebue, ATC, ATC Dorm, District Office.
- Some Control – Kiana,
- Limited Control – Ambler

Property Services Problem Areas

- District office service needs to be brought up to code compliancy
- Selawik sewage lift stations need to be upgraded to new pumps and controls
- Ambler principal house electrical issues (part of the house is not working)
- Noatak housing needs to be remodeled
- Buckland housing remodel and new duplex
- Ambler mini van not in operation (2 yrs. now)
- Noatak mini van no windows or front windshield
- Kiana mini van no front windshield
- District office cars (2 cars can't be fixed)
- Noorvik house being remodeled as of 9/18
- ATC heat exchanger serves heat to the building (needs to be replaced)
- ATC adult dorm apartment sewer line needs replaced (wont drain)

FOUR-WHEELER & SNOW MACHINE REPLACEMENT SCHEDULE

Revised August 6, 2022

	<u>Four Wheeler</u>	<u>Replace</u>	<u>Snow Machine</u>	<u>Replace</u>
Ambler	2017 Yamaha Kodiak 700	FY23	2018 Ski-Doo Tundra 550	FY23
Buckland	2018 Yamaha Kodiak 450	FY24	None	
Deering	2018 Yamaha Kodiak 450	FY24	2018 Ski-Doo Tundra 550	FY23
Kiana	2014 Yamaha Grizzly 350	FY20	None	
Kivalina	2017 Yamaha Kodiak 700 2017 Yamaha Kodiak 700	FY22 FY23	2018 Ski-Doo Tundra 550	FY23
Kobuk	2006 Honda Rancher 350 2019 Yamaha Kodiak 450	No FY28	2011 Yamaha Bravo 2012 Yamaha Bravo	As Needed As Needed
Noatak	2014 Yamaha Grizzly 350	FY21	2018 Ski-Doo Tundra 550	FY23
Noorvik	2017 Yamaha Grizzly 700	FY23	None	
Selawik	2017 Yamaha Kodiak 450 2018 Yamaha Kodiak 450	FY23 FY27	2018 Ski-Doo Tundra 550 2018 Ski-Doo Tundra 550	FY23 FY23
Shungnak	2017 Yamaha Kodiak 700	FY23	2018 Ski-Doo Tundra 550	FY23

*Four Wheelers replaced on a 6-year cycle and Snow Machines replaced on a 5-year cycle.

State & Federal Programs



State & Federal Programs



Joy Cogburn-Smith
Director



Loretta Kittrell
Migrant Education Coordinator
Administrative Assistant



Scott Martin
Program & Staff
Development Specialist



Department Responsibilities

- Grants
 - ✓ Applications
 - ✓ Reporting
 - ✓ Compliance
 - ✓ Budget Development
 - ✓ Purchasing
- Supervision of Grant Activities
- School Improvement Plan Development Support and Monitoring
- Migrant Education Recruiting Activities
- Migrant Extended School Programs/Summer School Programs
- PAC/Tribal Consultation for Grant Development Requirements
- ANSEP Planning and Organization



State & Federal Grants 23-24

Grant Budget			
Totals for FY23 \$16,642,294.55	Title Grants/State Pass-Through	34%	\$ 5,716,028.88
	Federal Grants	22%	\$ 3,628,256.92
	School Improvement Grant (SIG)	2%	\$ 367,550.00
	ESSER Funding	28%	\$ 4,702,962.93
	ATC	9%	\$ 1,560,055.82
	Other	4%	\$ 667,440.00

Grant Name	Category	amount
Title I Basic	Title Grants/State Pass-Through	\$ 1,953,312.27
Title I-C Migrant	Title Grants/State Pass-Through	\$ 1,900,039.41
Title II-A Professional Development	Title Grants/State Pass-Through	\$ 408,334.18
Title IV Student Support & Academic Enrichment	Title Grants/State Pass-Through	\$ 248,947.35
AK Literacy	Title Grants/State Pass-Through	\$ 483,270.34
Early Learning	Title Grants/State Pass-Through	\$ 545,454.35
Carl Perkins	Title Grants/State Pass-Through	\$ 114,269.00
Covid Decretionary (CTE)	Title Grants/State Pass-Through	\$ 20,385.98
Safety & Well Being	Title Grants/State Pass-Through	\$ 18,000.00
Homeless (ARP-Homeless)	Title Grants/State Pass-Through	\$ 8,516.00
Migrant Supplemental (Literacy)	Title Grants/State Pass-Through	\$ 15,500.00
ESSER II Coronavirus Response and Relief Supplemental Appropriations (CRRSA)	ESSER Funding	\$ 21,499.99
ESSER III American Rescue Plan (ARP)	ESSER Funding	\$ 4,681,462.94
Rural & Low Income School Program (RLIS)	Federal Grants	\$ 73,431.04
Title VI Indian Education	Federal Grants	\$ 719,570.00
Johnson O'Malley	Federal Grants	\$ 281,297.21
School Improvement (All Schools)	School Improvement Grant (SIG)	\$ 367,550.00
Quality School	Other State of AK Education DEED	\$ 108,000.00
Native Youth In Action (NYIA)	Federal Grants	\$ 684,732.38
Literacy Connections (LIT)	Federal Grants	\$ 1,332,344.52
Positive Vision for the Furture (OYVF)	Federal Grants	\$ 536,881.77
Alaska Technical Vocational Education Program (TVEP)	ATC State of AK, Dept of Labor	\$ 1,252,700.00
Alaska Construction Academy (ACA)	ATC State of AK, Dept of Labor	\$ 153,385.00
Alaska Adult Education (AAE/GED)	ATC State of AK, Dept of Labor	\$ 153,970.82
STAR of the Northwest Magnet School Dorm	Other State of AK Educaution DEED (estimated)	\$ 559,440.00
		\$ 16,642,294.55

FY22-FY24

ARPA- \$9,696,937

Fund 252--Funds Expire September 30th, 2024

Positions		FY22 BUDGET	FY23 BUDGET	FY24 BUDGET	ARPA JUSTIFICATION
5	Counselors		\$ 314,689.98	\$ 254,000.00	2.5 Counselors for FY24
	Control Acct Benefits		\$ 124,565.50	\$ 102,500.00	
	COVID EDC		\$ 17,678.11	\$ 29,000.00	Extra Duty for Admin Safe & Civil Attendance, Inservice New Teacher Support
	CTE Teachers (7)		\$ 343,465.94	\$ 775,000.00	8.5 CTE Teachers
	Control Acct Benefits		\$ 147,144.72	\$ 349,057.10	
	Classified Support		\$ 5,243.88		
	Total		\$ 952,788.13	\$ 1,509,557.10	
Expenses					
	Classified COVID Stipend	\$ 208,250.00		\$ -	Per agreement \$1750 paid to FY 20 bargaining unit members continuously employed through the date of ratification and who remained on-site and provided necessary job-related support in district buildings as mandated by pandemic circumstances (119) Actual Costs
		\$ 7,470.00	\$ -	\$ -	Benefits for COVID Stipend
	Staff Travel	\$ -		\$ 57,750.00	Safe & Civil Schools 45 Staff members travel and registrations
	COVID Leave (Certified &	\$ 387,552.94	\$ -	\$ 182,500.00	FY24 Inservice Costs
		\$ 603,272.94	\$ -	\$ 240,250.00	
	Supplies, Materials, Media	\$ 27,508.61	\$ 128,330.12	\$ 119,400.00	FY23 1 Year subscription for ALEKs program to address learning loss, Mastery Connect for Canvas, and Curriculum Replacement costs for FY22 and 24, learning loss supplemental
		\$ 717,655.09		\$ 975,000.00	ELA Adoption FY22 Math Adoption FY24
		\$ 75,770.12	\$ -	\$ -	FY22 Physical Science, FY23 Biology, FY24 Environmental Science (moved to Title 1)
		\$ 36,215.21		\$ 326,000.00	General COVID Supplies and additional cleaning costs, snow fencing for KVL, Safety Supplies included new magnet locks, lockdown buckets, emergency water, AEDs, first aide
		\$ 287,216.94	\$ 259,783.19	\$ 143,000.00	Replacement Laptops, Smart Boards for educational technology, Gaggle, and Other supplies as needed for continuity of services MS Replacement Laptop Costs (FY23) (partial costs)
	Total Supplies	\$ 1,144,365.97	\$ 388,113.31	\$ 1,563,400.00	
	Food Service	\$ 544,502.80	\$ -	\$ 1,000,000.00	Additional Food Service Costs
	Construction & Equipment	\$ 987,770.00			JNES Window Replacement, June Nelson Roof Replacement,
		\$ 65,030.00	\$ -	\$ 30,000.00	Support for Accent Reduction
		\$ 118,000.00		\$ 59,000.00	E-Rate Consultant Costs Emergency Connectivity Fund
		\$ -	\$ 41,687.00	\$ 86,000.00	Drivers ED Vehicle, Cargo vehicle
		\$ 1,715,302.80	\$ -	\$ 1,175,000.00	
	Indirect Reimb	\$ 123,399.26	\$ 54,842.86	\$ 191,530.84	
					\$ 9,696,937.00
	Program Total	\$ 3,579,767.76	\$ 1,437,431.30	\$ 4,679,737.94	\$ -

Student Services



Student Services Personnel

Administration

- Perrian Windhausen: Student Services Director
- Dr. Malcolm : Student Services Assistant Director
- Byrd Carter: Student Services Secretary

Data and Assessment

- Robin Gage and David R. Smith

Special Education

- Frances Gage: Special Education Compliance Coordinator and Emily Davis, Angela Eisel, Eddie Williams : Itinerant Special Education

Counselors & Deans

Six Counselors/Deans with two vacant positions

Infant Learning Program (ELF)

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

Youth Leader Coordinator

- Andrea Zink

Student Services: Data and Assessment



- State Assessment Testing and MAPs Progress Monitoring
- Student Information Services (PowerSchool)
- Student Data/Records/Transcripts
- Immunizations & Attendance Records
- Report Card to the Public
- Online Alaska School Information System (OASIS)
 - ✓ 20-day count
 - ✓ Summer
 - ✓ Special Education Summer Supplemental Report
- Supports Grant Reporting
- Supports training & collection for academic progress





Angela Eisel

Student Services: Special Education

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



Special Education NWABSD

Special Education Child Count

- **Cognitive Impairments = 19**
- **Hearing Impaired = 9**
- **Speech/Language Impairments = 34**
- **Visual Impairments = 4**
- **Emotional Disturbance = 5**
- **Orthopedic Impediments = ~**
- **Other Health Impaired = 17**
- **Specific Learning Disabilities = 101**
- **Deaf-Blindness = ~**
- **Multiple Disabilities = 6**
- **Autism = 7**
- **Traumatic Brain Injury ~**
- **Developmental Delays = 35**

Total = 239



School Counselor/Dean of Students

- Academics: Scheduling and Advisement
- Career: Post Graduation Pathway
- Social/Emotional:
 - ✓ How to deal with someone you don't like /social skills
 - ✓ Identifying feeling and skills that lead to greater function at school
 - ✓ Counseling



Dr. Ronald Malcolm
Assistant Director of Student Services

Counselors/Deans

Sable Marandi: Itinerant Counselor
Janeil Stewart, Dean: Kiana/Noorvik
Charles Esmailka, Dean: Buckland/Deering
Shirley Dukes, Counselor: KMS/JNES
Mellissia Troyer, Dean: KMHS
Chelsey Goodwin, Dean: Selawik
Vacant: Noatak/Kivalina
Vacant: Ambler/Shungnak/Kobuk

Early Learning and Families



Infant Learning Program: Early Learning and Families (ELF) is the Northwest Arctic Region's infant learning program that serves children birth to 3 years old.

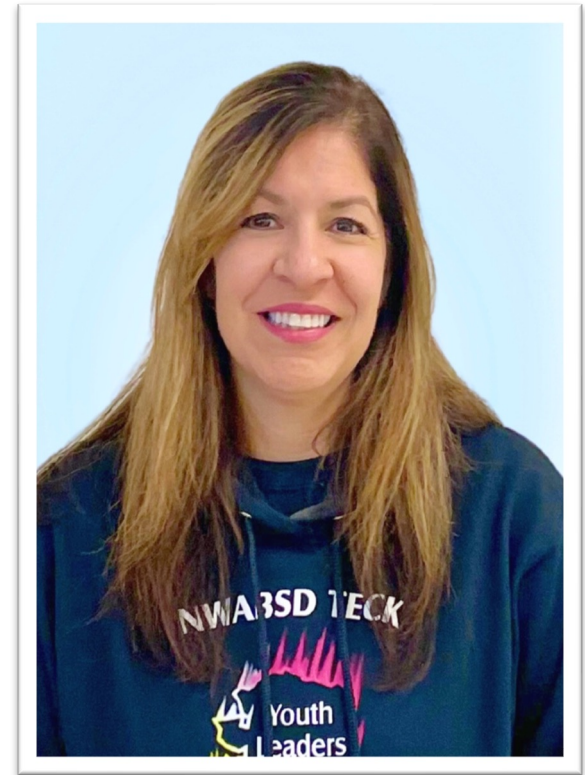
- Screen and identify children with developmental delays
- Assist families in meeting goals for their children with delays
 - ✓ As determined by state and federal requirements
 - ✓ Funded by Health/Social Services grant and Medicaid.

Youth Leaders

Andrea Zink: Coordinator

The Northwest Arctic Borough
School District Youth Leaders:
Funding provided by Red Dog
Mine/Teck Alaska

2023-24 school year: There are
72 Youth Leaders from around
the region



Technology



Technology Team



Paul Wood
Assistant Director

Network
Administrator
Senior Technician
Manager of Field
Technicians
District Voice
Data Network
VTC Network
(Selawik)



Conor McCoy
*Technology
Coordinator*

Educational
Technology
Professional
Development
Website
Social Media
Canvas
SmartBoards
Digital Citizenship



Kwang "Ken" Hong
*Computer Field
Technician*

ATC
JNES
Noorvik
Kiana
Selawik



Chris Walker
*Computer Field
Technician*

Shungnak
Kobuk
Ambler
Deering
Buckland



John Miner
*Computer Field
Technician*

KMHS
Kivalina
Noatak



Technology

- VTC (Video Teleconferencing for Distance Learning)
- 250 Interactive Ultra-HD SMARTBoards in ALL Classrooms
- 250 Apple TV for wirelessly connecting to SMARTBoards
- 1:1 Student Devices
 - ✓ 689 iPads → K-2nd Grade
 - ✓ 335 iPads with Keyboards → 3-4th Grade
 - ✓ 1140 13" MacBook Airs 5-12th Grade
 - ✓ 20 13" MacBook Airs – ATC Adult Students
- 247 iPads for all instructional staff → Aides, Teachers, Principals
- 565 Laptops or desktops for all teachers, principals, and various other positions

Broadband

Technology



Schools:

Satellite:

1. Ambler – 25 Mbps
2. Kobuk – 25 Mbps
3. Deering – 25 Mbps
4. Shungnak – 25 Mbps
5. Kivalina – 25 Mbps

Microwave/Terra:

1. Selawik – 25 Mbps
2. Kiana – 25 Mbps
3. Buckland – 25 Mbps
4. Noorvik – 25 Mbps
5. Noatak – 25 Mbps

Fiber – 180Mbps shared

1. KMHS – 25 Mbps
2. JNES – 25 Mbps
3. ATC – 25 Mbps
4. STAR Dorms – 5 Mbps
5. District Office – 100 Mbps

Student & Staff Households via the Emergency Connectivity Fund:

Villages Households:

OTZ Telephone

- ✓ 10 Mbps
- ✓ Unlimited Data
- ✓ Low Orbiting Satellite

Kotzebue Households:

GCI

- ✓ 2Gbps
- ✓ Unlimited Data
- ✓ Fiber



Broadband Costs Over Time

Location	2014-15	2015-16	2016-17	2017-18 ^a	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	DIFFERENCE FROM FY23 to FY24
Ambler	7/3* → 10/4	15/5	15/5	15/4	15/4	15/4	25/4	25/4	25/4	25/10	Increase Upload Speed and Reconfigure WAN
Buckland	7/3 → 10/4	15/5	15/5	20	20	20	25	25	25	25	Increase Quality of Service and Reconfigure WAN
Deering	7/3 → 10/4	15/5	15/5	15/4	10/4	10/4	25/4	25/4	25/4	25/10	Increase Upload Speed and Reconfigure WAN
Kiana	7/3 → 10/4	15/5	15/5	15	15	15	25	25	25	25	Increase Quality of Service and Reconfigure WAN
Kivalina	7/3 → 10/4	15/5	15/5	15/4	15/4	15/4	25/4	25/4	25/4	25/10	Increase Upload Speed and Reconfigure WAN
Kobuk	7/3 → 10/4	15/5	15/5	15/4	10/4	10/4	25/4	25/4	25/4	25/10	Increase Upload Speed and Reconfigure WAN
Noatak	7/3 → 10/4	15/5	15/5	20	20	20	25	25	25	25	Increase Quality of Service and Reconfigure WAN
Noorvik	7/3 → 10/4	15/5	15/5	20	20	20	25	25	25	25	Increase Quality of Service and Reconfigure WAN
Selawik	7/3 → 10/4	15/5	15/5	25	25	25	25	25	25	25	Increase Quality of Service and Reconfigure WAN
Shungnak	7/3 → 10/4	15/5	15/5	15/4	15/4	15/4	25/4	25/4	25/4	25/10	Increase Upload Speed and Reconfigure WAN
District Office	5	15/5	15/5	20	60	60	60	100	100	100	No Changes
KMHS	5 → 10	15/5	15/5	10	10	10	25	25	25	25	No Changes
JNES	NA	NA	NA	10	10	10	25	25	25	25	No Changes
ATC	3	15/5	15/5	5	10	10	10	10	25	25	No Changes
STAR Dorm	NA	NA	NA	NA	5	5	5	5	5	5	No Changes
Cost of Service	\$5,099,210.05	\$5,166,180.00	\$5,163,480.00	\$6,303,870.00	\$5,930,532.00	\$5,930,532.00	\$7,623,192.00	\$8,104,272.00	\$8,285,448.00	\$8,005,800.00	(\$279,648.00)
E-Rate Revenue	\$4,034,271.60	\$4,649,562.00	\$4,647,132.00	\$5,673,482.82	\$5,337,478.80	\$5,337,478.80	\$6,860,872.80	\$7,293,844.80	\$7,456,903.20	\$7,205,220.00	(\$251,683.20)
BAG Revenue	\$408,014.89	\$56,846.00	\$58,130.00	\$44,024.00	NA	NA	\$169,266.80	\$169,266.00	\$187,384.00	\$266,285.33	\$78,901.33
District General Funds Cost	\$656,923.56	\$459,772.00	\$458,218.00	\$586,363.18	\$593,053.20	\$593,053.20	\$593,052.40	\$641,161.20	\$641,160.80	\$534,294.67	(\$106,866.13)



Technology Refresh:

	Jan-Jul 2022	Aug-Dec 2022	Jan-Jul 2023	Aug-Dec 2023	Jan-Jul 2024	Aug-Dec 2024
High School Laptops	Refresh 2020					Refresh Fleet 2025
5-8 School Laptops	Refresh Fleet S2018 Purchase Cases		Refresh Fleet 2023			
SMARTBoards	Purchased 2014/2015; Warranty expired 6/30/20	10 Annually		10 Annually		10 Annually
Secretary, Principal, DO iMacs	Principals – purchased 8/2017; Secretary and DO iMac Refresh		Principal iMac Refresh	Complete DO iMac Refresh		
K-4 iPads (PK-4)	Refresh Fleet 2021; Refresh Apps				Refresh Apps 2024	Refresh Fleet 2026
Staff iPads	Fleet Purchased 8/2020					Refresh Fleet 2025
Staff Laptops	Refresh Fleet 2021					Refresh Fleet 2026
Computer Labs	ATC – partial update (5yr.)		ATC – partial update (5yr.)		ATC – partial update (5yr.)	
Network Infrastructure (Switches, Wireless)			402 Rack Replacement	Split OTZ Circuits Switches	C2 Install Wifi-6 APs in schools WLK, IAN, ORV	C2 Install Wifi-6 APs in schools BKC, DRG, OTZ
Meraki Refresh		3yr. License Renewal				License Renewal 12/2025
Mitel Phone System		Partial Phone Refresh				
VTC	RUS Award 2020; Complete install of RUS awarded Infrastructure			RUS; Refresh Polycom 2023		
Servers	Refresh ABL/WTK/ORV	Refresh SHG	Refresh WLK			DO Server refresh 2027;
Windows Infrastructure			Windows 2019 Server Upgrade			

Quyaana!

Thank you!

