



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

**Unapproved Minutes
Regular Meeting
January 19, 2023
1:00 p.m.**

CALL TO ORDER AND MOMENT OF SILENCE: Robyn Burke, Board President, 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: There were no words of wisdom provided to the Board of Education.

FLAG SALUTE: The Pledge of Allegiance was led by the Board of Education.

ROLL CALL:

Nora Jane Burns – Present	Charles Brower – Present via teleconference
Madeline Hickman – Present	Robyn Burke- Present
Frieda Nageak – Present	Nancy Rock – Present
Qaiyaan Harcharek– Present	Student Representative: Magdelina Stringer – Present

APPROVAL OF AGENDA: Madeline Hickman MOVED to APPROVE the agenda. Nora Jane Burns SECONDED the motion. Question called. Advisory vote is yes. The motion carried in a roll call vote of five yes, zero no.

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

APPROVAL OF CONSENT AGENDA: Frieda Nageak MOVED to APPROVE the Consent Agenda as presented. Madeline Hickman SECONDED the motion. Question called. Advisory vote is yes. The motion carried in roll call vote of five yes, zero no.

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

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

SPECIAL RECOGNITION OF EMMA BODFISH is presented by Frieda Nageak, Board Clerk, to the family in honor of Mrs. Emma Bodfish for nineteen years of service as an Iñupiaq Language Teacher, Curriculum Developer, and Immersion Program Advisor from 1976-1998 in Utqiagvik.

PUBLIC COMMENTS: No public comment was received by the Board.

FY23 NEW HIRE CONTRACT ISSUANCE REPORT is presented by Dr. Bobby Bolen, Director of Human Resources. According to Board Policy, new hires are accepted by the Superintendent and brought to the School Board for approval. The Board approved SB23-094, 2nd Semester New Hire Contract Issuance, authorizing the Human Resources Department to offer teacher contracts for the 2nd Semester. This is an informational item of newly hired teachers approved under SB23-094 and is as follows: Kristopher Mathis, Language Arts/Social Studies Teacher at Meade River School in Atqasuk, AK for SY2022-2023.

RATIFICATION OF NSEAA NEGOTIATED AGREEMENT is presented by Dr. Bobby Bolen, Director of Human Resources. This agenda item meets Strategic Plan Goals 3.1, Hiring & Recruiting. Under BP 4141/4241, Each agreement entered into by the School Board with a duly recognized employee organization shall constitute a commitment by the Board to the provisions of the agreement for its duration. Following review of the tentative agreement with the Board to explain the rationale of the agreement with the North Slope Educational Administrators' Association, the Board will need to vote on whether to ratify the tentative agreement. The Chief School Administrator and Negotiating Team Spokesperson recommend that the tentative agreement be ratified. The North Slope Educational Administrators' Association (NSEAA) ratified the Tentative Agreement and informed the District of its ratification by email dated November 15, 2022. The Negotiating Team's Spokespeople met again on December 6, 2022 and agreed to final language. The NSEAA confirmed by email on January 13, 2023 for the final revisions to be approved. Robert's Rules provide that a motion to ratify may be used to confirm or make valid an action which requires the approval of the Board to make it valid.

Charles Brower MOVED that the NSBSD Board of Education RATIFY the tentatively agreed to negotiated agreement between the North Slope Borough School District and the North Slope Educational Administrators' Association, July 1, 2022 – June 30, 2025. Frieda Nageak SECONDED the motion. Question called for UNANIMOUS CONSENT. No objections. The motion carried UNANIMOUSLY.

MONTHLY FINANCIAL REPORT, NOVEMBER 30, 2022 is presented by Lila Peterson, Director of Finance. The report reflects the financial activity of the North Slope Borough School District for the month ending November 30, 2022. The Reports includes the: general fund revenue & expenditures by function; budget by function object; and purchase of supplies summary. The report is as follows: Approximately twenty-nine percent of the budget has been expended, while forty-two (five of twelve months) of the year has elapsed; Revenues received as of November 2022 were at fifty-two percent of the budget; Cash in the general checking account as of November 30, 2022 was \$43,071,158.00. These reports are information only and required no school board action either for approval or acceptance as they are a matter of public information.

CONTRACT OVER 10K, ONSTRATEGY is presented by Chelsie Overby, Board Secretary. Under BP 3312, Contracts, All contracts and MOA's with a dollar value of \$10,000 or greater must be approved by the School Board. The Board of Education held a winter retreat on January 6-7, 2023 to review the Strategic Plan and newly introduced pedagogy of the District. In continuation of the strategic planning efforts, OnStrategy's proposal includes the following to revisit and redevelop the current 2020-2025 Strategic Plan in three phases with planning beginning previously in September 2022: update the Strategic Plan and roadmap and define priorities/focus for 2023/24 to inform the budget; Engage with Directors around the implementation approach and "how" the District moves forward; and, support the communication, roll out and execution of NSBSD's strategic priorities in bi-annual reporting to ensure the Board and other key stakeholders are informed, related to progress of the district priorities, success indicators, and other key points of information. For the length of the contract, the previous contract, under \$10,000, commenced September 2022. This is an addendum to begin upon Board approval through June

2023 for the remainder of Phase 2 and Phase 3. The funding source will be paid under the Board of Education Professional & Technical account code 100.200.511.000.410 in an amount of \$58,500, not to exceed \$69,000, based on hours incurred and travel based on actuals. Account code 100.200.511.000.410 has an available budget of \$58,475.60. There is no grant funding associated with this contract. For compliance with BP 3311, OnStrategy, for the past 13 years, worked with the District and Board of Education surrounding the Strategic Plan and implementation. This gained a familiarity with the District's department structure and responsibilities. Prior to first engaging OnStrategy, the District proceeded with the bid process and has continued its partnership in strategic planning. As such, the District waives the requirement set out in BP 3311, as this contract is in the best interest of the District.

Charles Brower MOVED that the NSBSD Board of Education APPROVE the above \$10,000 and greater proposal for OnStrategy, in the amount NOT TO EXCEED \$69,000, as described in this memo and related attachment. Madeline Hickman SECONDED the motion. Question called. The motion carried UNANIMOUSLY.

CONTRACT OVER 10K, JANA PAUSAURAQ HARCHAREK is presented by Tennessee Judkins, Director of Iñupiaq Education.

Board Member Qaiyaan Harcharek ABSTAINED from this agenda item as he is directly related to the contractor.

This agenda item meets Strategic Plan Goals 1.0 Student Success, 4.0 Financial & Operational Stewardship, and 4.2, Financial Stewardship. Under BP 3312, Contracts, All contracts and MOA's with a dollar value of \$10,000 or greater must be approved by the School Board. On November 17, 2022, the Board of Education approved a contract for Dr. Jana Pausauraq Harcharek to assist the District to re-align its curriculum with the ILF and support the Administration to align the delivery of educational services with international best practice in order to create a foundation for excellence in academic outcomes through a culturally responsive place based curriculum. To continue that work, the Iñupiat Education department is seeking an addendum to the contract to engage Dr. Harcharek in that ongoing re-alignment and development. Dr. Harcharek has previously worked in the Iñupiat Education for nearly twenty years as the Director, before retiring in 2018. She led several initiatives throughout her time working at the district including the creation and implementation of the Iñupiaq Learning Framework and development of culture-based units and curriculum, continuing enhancing the Iñupiat Language program, and many other contributions she has made over the years. She understands the depth of knowledge and multifaceted complexity when it comes to our culture, history, language and traditions. She has a wealth of knowledge, experience, and expertise in the Iñupiat ways of being and knowing and is invaluable when it comes to the mentorship, support, and consultation of the Iñupiaq Education department and its staff. The length of the contract is January 13, 2023 through June 30, 2023. The funding source would be paid under ESSER II funding account code 277.200.300.000.410 in the amount of and not to exceed \$34,600. There is no grant funding associated with this contract. For compliance with BP 3311, Jana Harcharek has worked with the district since 2000 and through that time led the work in the formation of the Iñupiaq Learning Framework, 22 cultural-based unit kits in all grade levels, helped create our local courses like North Slope History and Culture, North Slope Government, Alaska Studies, and has helped review, align, and vet the over 300 cultural-based units that were developed by our district teachers. She has spent years supporting the district at all levels with our community's consultation and has paved the way for creating systemic change when it comes to culture-based curriculum development and implementation, culturally responsive teaching practices and methods of instruction, community and family engagement, contributions to educators, staff and board development, and enhancing organizational and financial stewardship. With her support, she will continue to provide support in these areas on an as needed basis as well as mentorship,

consultation, training, and expertise to the Superintendent's office, the instructional team, principals, teacher, and staff.

Frieda Nageak MOVED that the NSBSD Board of Education approve the above \$10,000 and greater contract addendum for Dr. Jana Pausauraq Harcharek, in the amount not to exceed \$34,600, as described in this memo and related attachments. Charles Brower SECONDED the motion. Question called for UNANIMOUS CONSENT. No objections. The motion carried UNANIMOUSLY with one abstention from Board Member Qaiyaan Harcharek.

H1B NON-TENURED REHIRE CONTRACT RECOMMENDATIONS is presented by Dr. Bobby Bolen, Director of Human Resources. This meets Strategic Plan Goal 3.1 Hiring & Recruiting. Under BP 4112.1, Contracts (Certificated Personnel), after January 1, the Board may issue teacher contracts for the following school year. Contracts shall be approved by the Board and signed by at least two Board members. The Chief School Administrator is recommending the following H1B non-tenured teachers for continuing contracts for the 2023-2024 school year under SB23-109:

Ałak School in Wainwright, AK: Kathy Mae Daclan, 7th Grade Teacher; Daisy Esguerra, 9th-12th Grade Math Teacher; Sandra Galcon, 3rd Grade Teacher; Maricar Sarino, 6th Grade Teacher; and Alma Punla, 9th-12th Grade ELA Teacher.

Nunamiut School in Anaktuvuk Pass, AK: Mildred Aguilar, 2nd Grade Teacher; Marinel Cabling, 6th-12th Grade ELA/Science Teacher; Anna Maria Duterte, Secondary Math Teacher; Bernice Espedido, 5th-6th Grade Teacher; Loveli Flores, Science/Alternative Teacher; and Mary Jane Pestano, 3rd/4th Grade Teacher.

Meade River School in Atkasuk, AK: Mecheal DeGuzman, 5th-6th Grade Teacher; and Alvin Juanite, 4th-5th Grade Teacher.

Nuiqsut Trapper School in Nuiqsut, AK: Liz Abing, 1st Grade Teacher; Jovelyn Pagador, 3rd Grade Teacher; Engel Quilaton, 4th Grade Teacher; and Maria Zenaida Salazar, 5th Grade Teacher.

Kali School in Point Lay, AK: Carla Gae Alindada, 2nd-3rd Grade Teacher; Leonisas Dacoylo, K-1st Grade Teacher; Jay Kim Marsate, 6th-12th Grade ELA Teacher; Emmeline Mercurio, 7th-12th Grade Science Teacher; and Marlina Naingue, 5th-6th Grade Teacher.

Fred Ipalook Elementary School in Utqiagvik, AK: Michel-Ann Sustiger, 4th Grade Teacher; and Fidelyn Joy Tayag, 2nd Grade Teacher.

Eben Hopson Middle School in Utqiagvik, AK: Leo Morbos, 8th Grade Math Teacher.

Board discussion regarded certificates needed to receive the H1B teachers, timeline, and vacancies.

Madeline Hickman MOVED that the NSBSD Board of Education APPROVE the recommendation for H1B continuing contracts as presented in memo no. SB23-109. Charles Brower SECONDED the motion. Discussion called. Question called for UNANIMOUS CONSENT. No objections. The motion carried UNANIMOUSLY.

FY24 RE-HIRE CONTRACT RECOMMENDATIONS is presented by Dr. Bobby Bolen, Director of Human Resources. This agenda item meets Strategic Plan Goal 3.1 Hiring & Recruiting. Under BP 4112.1, Contracts (Certificated Personnel), after January 1, the Board may issue teacher contracts for the following school year. Contracts shall be approved by the Board and signed by at least two Board members. The

Chief School Administrator is recommending the following tenured and non-tenured teachers for continuing contracts for the 2023-2024 school year under SB23-111:

Central Office in Utqiagvik, AK: Kathleen Burke-Fisher, Specialist; Erin Hollingsworth, Specialist; Chrisann Justice, Specialist; Kimberly Neakok, Specialist.

Tikiġaq School In Point Hope, AK: Emma Kinneeveauk, Cultural Arts, Tenured Status.

Board discussion regarded the title specialist as determined as specialists in Curriculum and Instruction with the exception of Chrisann Justice, a specialist in Iñupiat Education.

Madeline Hickman MOVED that the NSBSD Board of Education APPROVE the recommendation for continuing contracts as presented in memo no. SB23-111. Nora Jane Burns SECONDED the motion. Discussion called. Question called for UNANIMOUS CONSENT. No Objections. The motion carried UNANIMOUSLY.

AK FAMILIES' COALITION APPOINTMENT is presented by Chelsie Overby, Board Secretary. This agenda item meets Strategic Plan Goals 2.0 Community Engagement, and 2.1 Communication. Under Board Bylaw 9140, Board Representatives, the Board may appoint any of its members to serve on advisory committees or as its representative to other public agencies or organizations when the Board deems such appointments desirable, contingent on acceptance of the appointment by the member. The Association of Alaska School Boards has been selected to receive funding under the Statewide Family Engagement Centers Program (SFEC) in the amount of \$978,455 in the first five years. This program is issued under the U.S. Department of Education, Office of Elementary and Secondary Education, to advance family engagement policies, programs, and activities. Through this program, AASB and the State of Alaska Department of Education and Early Development with more than thirty partners is developing an Alaskan State Family Engagement Center and Alaska Families Coalition. Program resources are dedicated specifically to meet the needs of nearly 60,000 predominantly rural or Alaska Native students and families. The grant's priority work areas include expanding evidence-based family engagement approaches, addressing the impact of COVID, promoting equity in student access to education opportunities, and strengthening cross-agency coordination and community engagement to advance systemic change. The outcomes will be externally evaluated by Education Northwest to ensure they are aligned with the Statewide Family Engagement Centers Program. This coalition is requesting for one School Board member, Superintendent, one School Advisory Council member, two district staff with one in special education and one family engagement coordinator, one family member, and one representative from the tribe. For the Board's representation, they will serve in an advisory role, help with planning, share lived experiences, deliberate how to remove barriers for family partnerships, and identify structural and daily opportunities for families to partner. The Alaska Families Coalition hosted a meeting December 1-2, 2022 in Anchorage where the District's Assistant Principal of Aġak School attended as a community member, parent, teacher, and administrator for the District. Upcoming Opportunities include: January 2023 – Orientation for key staff; February 2023 – Foundations training virtually including preparation for April with site or district leadership teams; March 2023 – Additional Site or district leadership team meetings; April 2023 – Science of Reading Symposium pre-conference; May 2023 – Learning intensives and family partnership strategies; August/September 2023 – District/Site training, learning intensives, pre-conference teams at the Safety and Well-Being event.

Charles Brower MOVED that the NSBSD Board of Education APPOINT Frieda Nageak with Madeline Hickman as alternate as the Board representative to the Alaska Families Coalition. Nancy Rock

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

INFORMATIONAL, CERTIFICATED EVALUATION REVIEW, PRINCIPAL EVALUATION TOOL is presented by MJ Geiser, Assistant Superintendent. This agenda item meets Strategic Plan Goal 3.0 Staff Success. In accordance with AS 14.20.149 Employee Evaluation and BP 4115 Evaluation/Supervision the Superintendent or designee shall evaluate the effectiveness of the certificated personnel annually. The Principal Evaluation tool was reviewed by the sub-committee of the District Evaluation Committee made in FY22 where revisions were made to include culturally responsive leadership performance indicators.

Board discussion regarded the addition of the culturally responsive section in the evaluation tool, and advocating for more community feedback.

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

The School Year 2021-2022 Student Count is as follows: Nunamiut School, ninety-two students; Tikigaq school, two hundred fifty-five students; Nuiqsut Trapper School, one hundred fifty-five students; Kali School, ninety-eight students; Alak School, one hundred eighty-one students; Harold Kaveolook School, seventy-four students; Meade River School, seventy-five students; Barrow High School, two hundred eighty-one students; Eben Hopson Middle School, two hundred sixty-one students; Fred Ipalook Elementary School, five hundred twenty-nine students; and Kiita Learning Community, thirty-seven students. Total Student Count for School Year 21-22 is two thousand thirty-eight. Beginning in the 22/23 school year, the method for calculating the attendance was changed to provide more accurate data. Previously, middle and high school students were considered present if they only attended one class period. The new formulate takes into consideration how many periods students are attending. C&I continues to remind administrators and staff of the importance of submitting daily attendance for accurate

reporting. The symbols (↑ and ↓) next to the data indicates if there was an increase or decrease since the last monthly report, the percentage next to the symbol indicates the amount it has increased or decreased by since the last monthly report.

Board members requested a central district-wide incentive plan.

Board discussion regarded attendance concerns, causes for absences, and need for community input.

PUBLIC COMMENTS: Board member Frieda Nageak encouraged the community to participate in Board meetings.

SCHOOL BOARD COMMENTS: Board comments regarded athletics activities, winter retreat discussion, and how the district is planning to address the Reads Act.

SCHEDULING OF NEXT MEETING: January 24-27, 2023 Nunaaqqiurat Tumitchianit Meetings in the Piuraagvik Gym in Utqiagvik, AK; February 15-16, 2023 Work Session & Regular Meeting in Utqiagvik, AK at the Archie K. Brower Conference Room / ZOOM Video Communications.

ADJOURNED AT 2:37 P.M. Frieda Nageak MOVED to ADJOURN. Madeline Hickman SECONDED the motion. Question called for Unanimous Consent. No Objections. The motion carried UNANIMOUSLY. The meeting stands adjourned.

Respectfully submitted for the March 9, 2023 Regular Meeting:

Chelsie Overby, Board Secretary

Robyn Burke, Board President

Frieda Nageak, Board Clerk