

NWABSD Regular Board Meeting

Friday, August 28, 2026 4:00 PM

Teleconference

1.	<u>CALL TO ORDER, ROLL CALL</u>	Presenter: Margaret Hansen, President
2.	<u>MOMENT OF SILENCE</u>	Presenter: Margaret Hansen, President
3.	<u>PLEDGE OF ALLEGIANCE</u>	Presenter: Margaret Hansen, President
4.	<u>INTRODUCTION OF GUESTS/STAFF</u>	Presenter: Margaret Hansen, President
5.	<u>PUBLIC COMMENTS</u>	Presenter: Margaret Hansen, President
6.	<u>APPROVAL OF AGENDA</u>	Presenter: Margaret Hansen, Board President
7.	<u>SCHOOL PRESENTATIONS</u>	Presenter: Terri Walker, Superintendent
8.	<u>RECOGNITION & AWARDS</u>	Presenter: Terri Walker, Superintendent
9.	<u>SUPERINTENDENT'S REPORT</u>	Presenter: Terri Walker, Superintendent
10.	<u>EXECUTIVE SESSION</u>	Presenter: Margaret Hansen, Board President
11.	<u>ADOPTION OF CONSENT AGENDA</u>	Presenter: Margaret Hansen, Board President
12.	<u>COMMUNICATIONS & ITEMS INTRODUCED BY BOARD MEMBERS</u>	Presenter: Margaret Hansen, Board President
13.	<u>DATE, TIME, & LOCATION OF NEXT MEETING</u>	Presenter: Margaret Hansen, Board President
14.	<u>ADJOURNMENT</u>	

MEMORANDUM

TO: NWABSD Board of Education
Members

DATE: August 28, 2026

NUMBER:

FR: Office of the Superintendent

SUBJECT: Superintendent's Report

Attendance – Attendance information will be provided as updated data becomes available.

Enrollment – as of August 22, 2026. Pre-K–12 enrollment is currently 1,871 students, with K–12 enrollment at 1,801 students. This reflects an increase of 85 K–12 students since the June report, when Pre-K–12 enrollment was 1,828 and K–12 enrollment was 1,716. Enrollment will continue to fluctuate during the opening weeks of the school year as families finalize registration and student counts stabilize.

Introducing new leadership – The district is welcoming three new principals this year in Kotzebue, long term substitute, Kerry Saylors; in Kivalina, Daniel Grimes; and in Ambler, Aimee Webb. Jeremy Millard has signed on to serve as the Kotzebue principal and will arrive September 28, 2026 to fill this role.

I would also like to welcome Aeriale Johnson, Director of Curriculum; Savio Dias, Director of Technology; and Donavon Watkins, Director of Property Services. Two of these Directors are not new to NWABSD and bring valuable institutional knowledge and experience to their roles. We are fortunate to have a team committed to serving our students, staff, and communities.

Fall Staff In-Service will be held September 8-11, 2026 – The agenda includes mandatory staff trainings and focused professional learning to support implementation of the district's core curriculum. In addition to strengthening instructional alignment across schools, this year's priority is to build positive relationships with students, families, and communities and incorporate local knowledge, culture, and experiences into classroom instruction. These efforts support more meaningful, relevant, and engaging learning experiences for students while advancing the district's academic achievement goals.

Travel Report - Iqaluit, Nunavut Canada. The Alaska Delegation members of the Inuit Circumpolar Conference (ICC) invited me as a guest speaker to present on our District's Cultural Language, Immersion and Curriculum Initiatives. Please enjoy the short video below of the presentation.

ERATE – The Federal government is looking to drastically reduce funding to the Erate program. The district wrote a letter to our federal delegates to protect and strengthen the E-Rate program because it is essential to maintaining affordable, reliable internet access and network infrastructure for the Northwest Arctic Borough School District. The letter emphasizes that reducing E-Rate funding would shift significant costs to local taxpayers and could force difficult tradeoffs that affect staffing, instructional programs, and student services, especially in rural and low-income communities. The summary also notes that E-Rate supports the secure infrastructure needed for student safety tools, filtering, monitoring, and cybersecurity protections. Overall, the district supports reasonable child-safety measures but asks that federal requirements for Erate remain practical, funded, privacy-conscious, and respectful of local decision-making.

NWALT – NWALT met July 16, 2026 on a number of topics. In education, an update was given on the Washington DC lobbying trip. We continue to focus on the changes needed with the Breakfast and lunch Program and Impact Aide.

Breakfast and lunch program – The district has asked USDA to clarify whether its authority for setting reimbursement rates in outlying areas could allow differentiated rates within Alaska based on regional transportation and delivery costs. The request also seeks information on USDA's timeline and process for reviewing the data, including opportunities for consultation with Alaska school districts and conducting a cost differential survey on Alaska communities. Requests for support in this issue has been sent to Federal delegation staff.

Impact aide – We are still working to determine which lots qualify to determine how we want to move forward with suggested changes to the Impact aide qualifications.

Quyaanna,

Terri Walker, Superintendent

MEMORANDUM

TO: NWABSD Board of Education

DATE: August 28, 2026

NUMBER: 27-005

FR: Office of the Superintendent

SUBJECT: Approval of
Superintendent Travel

ABSTRACT:

Superintendent's out-of-district travel requires Board approval.

ISSUE:

At issue is to approve the Superintendent's request for out-of-district travel as presented.

BACKGROUND AND/OR PERTINENT INFORMATION:

Personal Days September 8 – 18, 2026. (Not district funded)

National Indian Education Association annual conference October 7-10, 2026 at Buffalo, New York
Each year, this gathering brings together Native educators, students, Tribal leaders, and advocates from across the country to connect, learn, and move Native education forward together. The 2026 theme, "Strength in Community: Building the Future Together," reflects the collective responsibility we carry to support one another, uplift our students, and shape education systems that honor sovereignty, language, and identity.

AASB 73rd Annual Conference November 5-8, 2026 at Anchorage

As the state's largest gathering of education policymakers, this conference provides school board members with a valuable opportunity to learn from their peers, engage with education experts, and strengthen collaboration within their board-superintendent teams. Sessions are designed to equip school boards with content knowledge, practical tips, and tools to energize them, inspire change, and advance student achievement.

FUNDING SOURCE:

General Funds: budgeted for FY27; Grants

ALTERNATIVES:

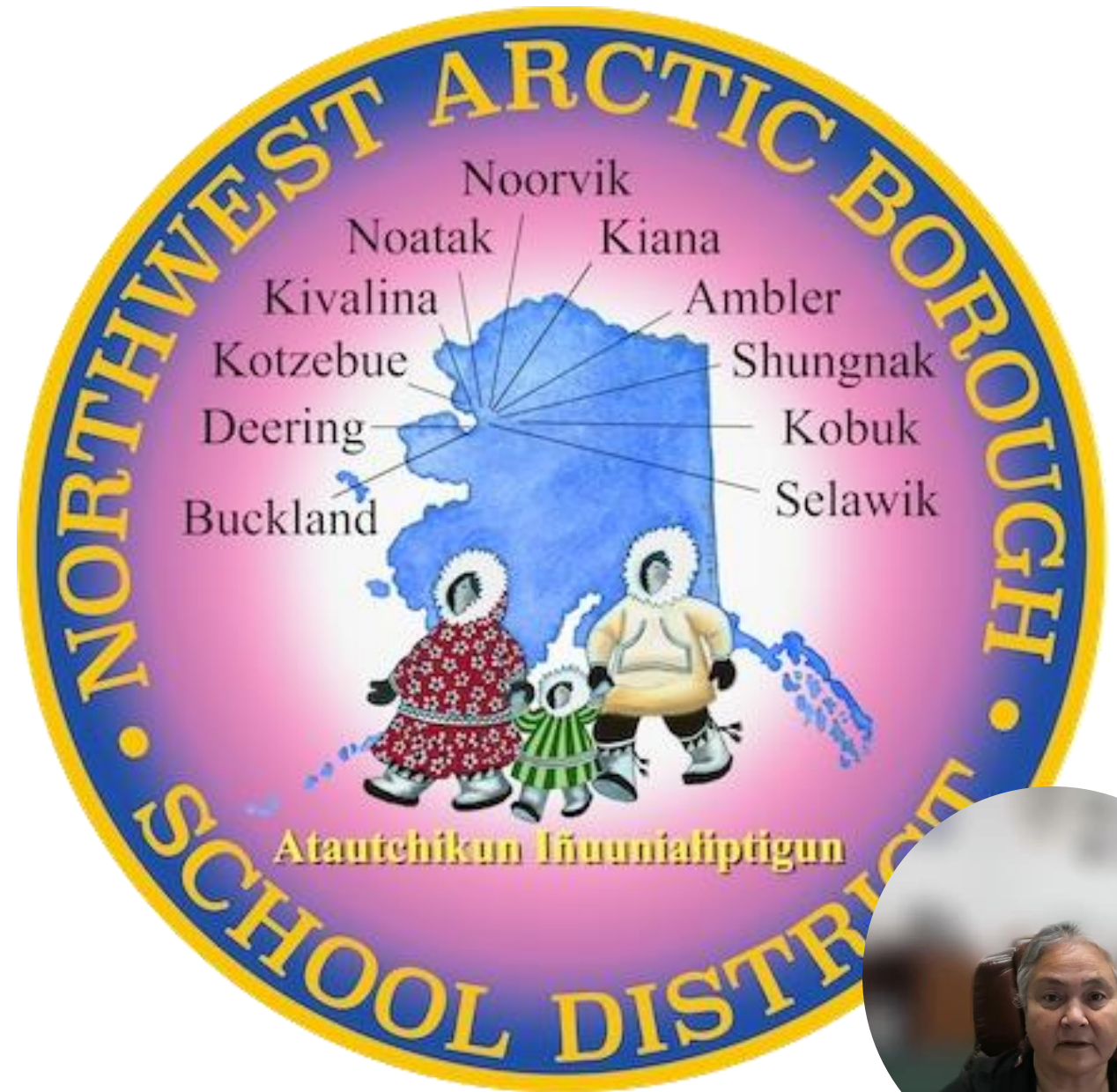
1. Approve the Superintendent's request for out-of-district travel as presented.
2. Do not approve the Superintendent's request for out-of-district travel as presented.
3. Take no final action.

ADMINISTRATION'S RECOMMENDATION:

The administration recommends the Board approve the Superintendent's request for out-of-district travel as presented.

Inuit Language and Intergenerational Knowledge

Terri Walker
Superintendent
Northwest Arctic Borough
School District
twalker@nwarctic.org



Home to 11 communities across nearly 40,000 square miles above the Arctic Circle.

Our Region: Northwest Arctic Borough



Language Task Force

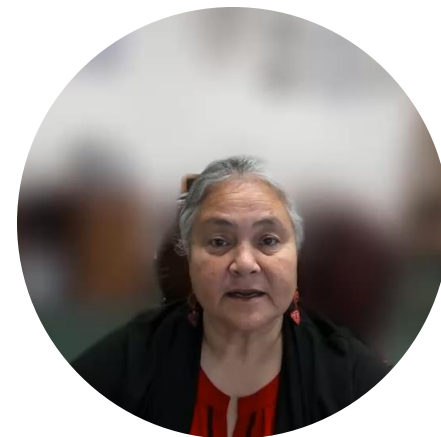
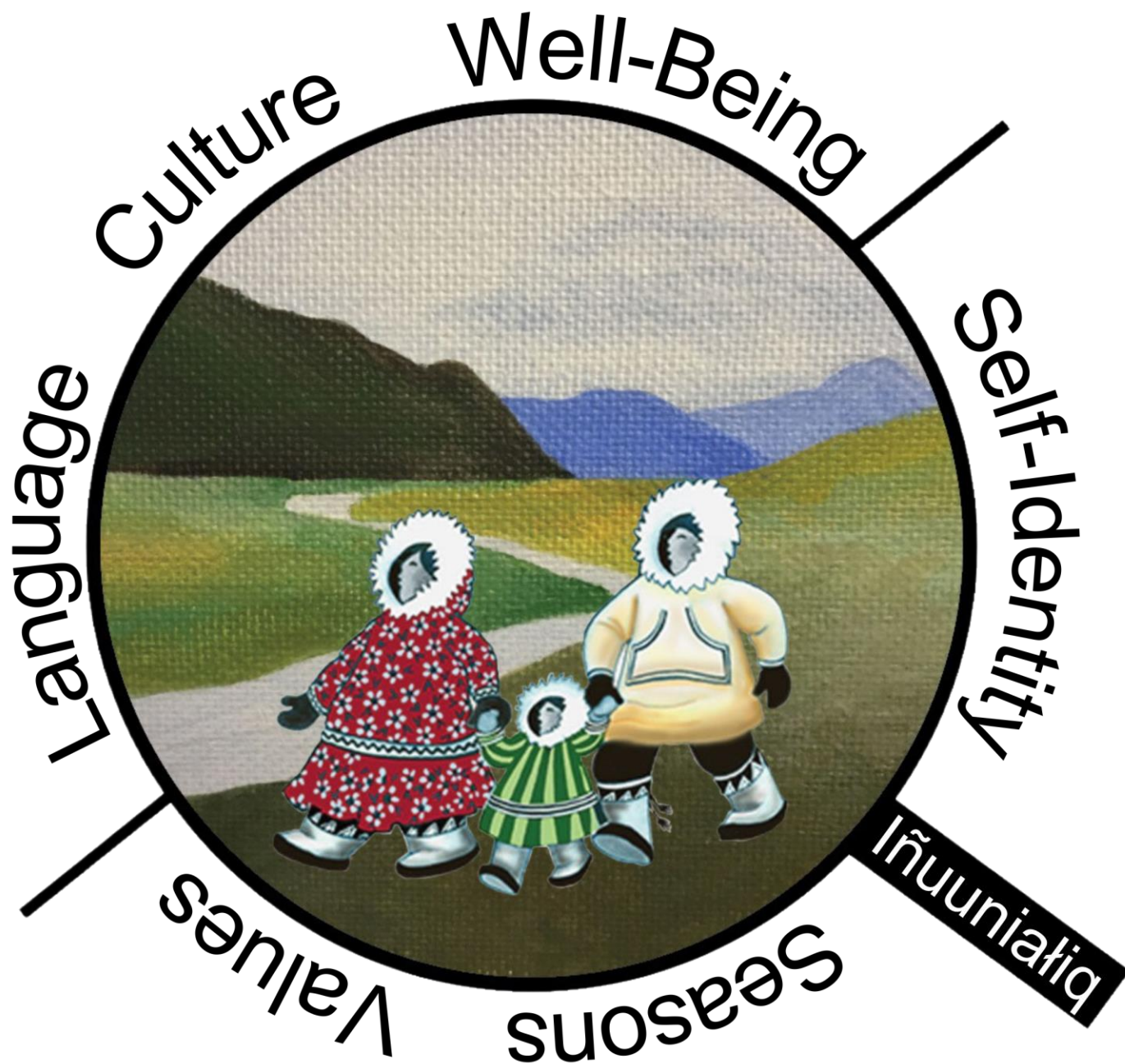
- A team of regional language and culture leaders from young adults to elders



- Framework Design
- Scope and Sequence



Framework

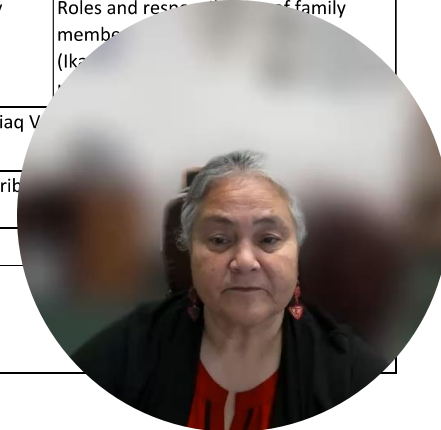


Inuuniatig

“A Way of Life”

Scope and Sequence

Inuuniatig				
	PreK-2nd grade Observation with guided practice	3rd - 5th grade Observation with guided practice	6th - 8th grade Independent practice with supervision	9th - 12 grade Teaching others with supervision
Fish	Identify types of local fish, their parts, and tools used to gather and prepare Scale and wash, hang to dry	Identify types of local fish in the region and tools used to gather and prepare Know when, where, and how to catch Catch, process, prepare, preserve, share	Know when, where, and how to catch Catch, process, prepare, preserve, share	Know when, where, and how to catch Catch, process, prepare, preserve, share
Plants and Berries	identify edible plants/berries, their parts and tools used to gather Know when, where, and how to pick. Pick and share	identify edible, non-edible plants/berries, their parts and tools used to gather and prepare Know when, where, and how to pick. Pick, Prepare, share	Identify edible, non-edible and medicinal plants/berries, their parts, and tools used to gather and prepare. Know when, where, and how to pick. pick, prepare, preserve, share	Identify edible, non-edible and medicinal plants/berries, their parts, and tools used to gather and prepare. Know when, where, and how to pick. pick, prepare, preserve, share
Birds and animals	identify the bird/animal, their parts, and tools used to harvest Assist with preparation and preservation of birds and animals.	identify the bird/animal, their parts and tools used to harvest. Assist with preparation and preservation of birds and animals.	identify the bird/animal, their parts and tools used to harvest. Catch, process, prepare, preserve, share Know the uses of the whole bird/animal	identify the bird/animal, their parts and tools used to harvest. Catch, process, prepare, preserve, share Know the uses of the whole bird/animal
Safety	Know basic survival skills. Observe and identify seasonal weather conditions.	Know local place names. Know basic survival skills. Observe and identify seasonal weather conditions. Know local dangerous areas and conditions.	Know local and regional place names. Observe and identify seasonal weather conditions. Know local and regional dangerous areas and conditions. Know Survival skills for all conditions; Know the survival gear to prepare and pack.	Know local and regional place names. Observe and identify seasonal weather conditions. Know local and regional dangerous areas and conditions. Know Survival skills for all conditions. Know the survival gear to prepare and pack.
Lifeskills:	Roles and responsibilities of family members to the family and tribe.	Roles and responsibilities of family members to the family and tribe.	Roles and responsibilities of family members to the family and tribe. (community involvement)	Roles and responsibilities of family members to the family and tribe. (Ikroavut)
Inupiaq Values	Learn to live and practice the Inupiaq Values.		Learn to live and practice the Inupiaq Values. Be aware of other cultural values.	
Self-Identity	Knowledge (deep) of family tree, Knowledge of your origin (where you are from/land place). Knowledge of your tribe. Namesake awareness, awareness of your feelings/emotions.			
Festivities	Celebrate and share through community gatherings with song, dance, games, potluck, and stories.			
Inupiaq Language	PreK/K-Be able to speak core words relating to the lesson. 1st/2nd - Be able to speak, read and write simple sentence structure.	Be able to speak, read and write fluently.		





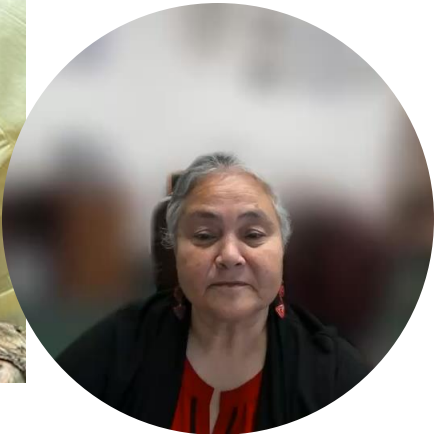
	9th - 12 grade
vision	Teaching others with supervision
atch	Know when, where, and how to catch Catch, process, prepare, preserve, share
rt, share, ick.	Identify edible, non-edible and medicinal plants/berries, their parts, and tools used to gather and prepare. Know when, where, and how to pick. pick, prepare, preserve, share
rt, know	Identify the bird/animal, their parts and tools used to harvest. Catch, process, prepare, preserve, share
nes, gather	Know the uses of the whole Know local and regional place names. Observe and identify seasonal weather conditions.
is	Know local and regional dangerous areas and conditions.
ons; and	Know Survival skills for all conditions. Know the survival gear to prepare and pack.
ly	Roles and responsibilities of family members to the family and tribe. (Ikayugnaqsikman - when help is needed) (community involvement)



K-12 Science Standards

Alaska

- HIGH SCHOOL EARTH AND SPACE SCIENCES
- HS. Space Systems.....
 - HS. History of Earth.....
 - HS. Earth's Systems.....
 - HS. Weather and Climate.....
 - HS. Human Sustainability.....
 - HS. Engineering Design





Uvlaalautaq
Good morning

Uvluulautaq
Good afternoon

Nakuurug
It is good

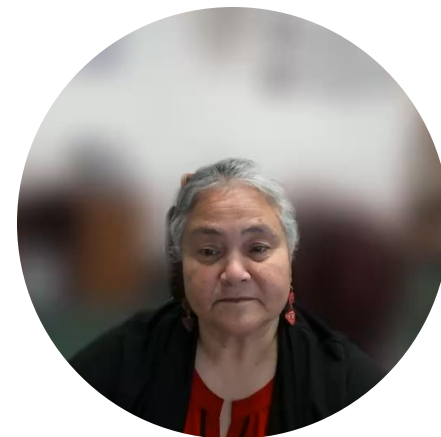
Qanuq itpisi?
How are you all?

Qanuq itpich?
How are you?

Anaqallautaq
Good evening

Paglagikpiñ
I welcome you

Paglagipsi
I welcome you all









NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT

Ambler · Buckland · Deering · Kiana · Kivalina · Kobuk · Kotzebue · Noatak · Noorvik · Selawik · Shungnak
PO Box 51 · Kotzebue, Alaska 99752 · Phone (907) 442-1800

FY27 BOARD MEETING AGENDA GUIDELINE

DATE	ROUTINE AGENDA ITEMS
August (in person) 27, 28	• Board Retreat Planning • Board and ASC Election Update • Schedule Board Member Classroom Visits • All Department Reports • Strategic Plan Review • Funding Request Recommendations and Timelines • FY27 Budget Revision #1 • Approval of Six-Year Capital Improvement Plan • Data Review: Teacher Retention and Staffing by Site • Nominations for Board of Directors; AASB • Nominations for Board Member of the Year; AASB
September (virtual)	• Nominations for Board of the Year; AASB • Approval of Core Resolutions; AASB • Curriculum Review • Data Review: District-Wide Inservice Presentation • Department Reports: Student Services, Grants, Curriculum, Inupiaq Programs, Human Resources • Legislative Priorities and Timelines
October (in person) (after elections)	• Swearing In of New Board of Education Members • Orientation of New Board of Education Members • Reorganization of the Board of Education Officers • Review and Approval of the Annual Audit • Board Retreat ○ New Member orientation: NWABSD & AASB ○ School Climate Connectedness Survey Results/Presentation ○ AK Star Data Review/Dibels ○ Strategic Plan Review ○ Phishing ○ CIP
November (virtual)	• FY26 Budget Revision #2 • K-12 Curriculum Review • Data Review: • Department Reports: Technology, ATC, Maintenance, Business Office

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

Last updated 06/22/2026



NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT

Ambler · Buckland · Deering · Kiana · Kivalina · Kobuk · Kotzebue · Noatak · Noorvik · Selawik · Shungnak
PO Box 51 · Kotzebue, Alaska 99752 · Phone (907) 442-1800

January (in person)	• Public Notice for Student Board Representative • Approval of Superintendent's Contract • Superintendent Evaluation • FY27 Preliminary Budget Presentation • Strategic Plan Review • K-12 Curriculum Review • Data Review: Winter MAPS, Dibels, Student Count • Department Reports: Student Services, Grants, Curriculum, Inupiaq Programs, Human Resources
February (in person)	• Joint Borough Board Meeting • Data Review: Report Card to the Public • Department Reports: Technology, ATC, Maintenance, Business Office
March (virtual)	• FY28 Budget Work session • Annual Budget Public Hearing for FY28 Budget • Approval of Fuel Purchase
April (in person)	• Approval of FY28 Budget • FY27 Budget Revision #3 • Selection of June Nelson Scholarship Recipients • Selection of Student Board Representative and Alternate • Curriculum Committee Reports and Recommendations • Strategic Plan Review • Data Review • Department Reports: Student Services, Grants, Curriculum, Inupiaq Program, Human Resources
June (virtual)	• Data Review: Dibels and Reads Act Student Progress • Department Reports: Technology, ATC, Maintenance, Business Office • Board Self-Evaluation (even years)

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

Last updated 06/22/2026

**UNADOPTED MINUTES
OF THE NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT**

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."

President Margaret Hansen called the 447th regular meeting of the Northwest Arctic Borough School District Board of Education to order at 4:09 p.m. on Tuesday, June 23, 2026, in person.

Board Members present were:

Alice Melton-Barr
Millie Hawley
Alice Adams
Marie Greene
Jeanne Gerhardt-Cyrus
Lawrence Jones
Erica Nelson
Margaret Hansen

Board Members absent and excused were Shannon Melton, Tillie Ticket, & Carol Schaeffer.

A quorum was present.

Observed.

Those present participated in the Pledge of Allegiance.

Staff and guests present: Terri Walker-Superintendent, Jeff Alexander, Assistant Superintendent; Joy Cogburn-Smith-Director of State/Federal Programs; James Stewart, Human Resources Director; Joseph Groves, Director of ATC; Deborah Landcaster, Director of Curriculum; Amy Eakin & Savio Dias, Director of Technology; Natalie Dickey, Director of Administrative Services; Dena Straight, Capital Projects Manager; Kristen Walker, Executive Assistant.

None at this time

Millie Hawley motioned to approve the agenda. Marie Greene seconded the motion. Unanimously approved.

Superintendent Walker presented recognition awards.

Superintendent Walker presented her report.

Marie Greene motioned to adopt the consent agenda pulling Memorandum 26-203. Alice Adams seconded the motion. Motion passed by roll call vote.

Minutes adopted by the Board.

CALL TO ORDER

ROLL CALL

MOMENT OF SILENCE

PLEDGE OF ALLEGIANCE

INTRODUCTION OF STAFF/GUESTS

PUBLIC COMMENTS

APPROVAL OF AGENDA

RECOGNITION AND AWARDS

SUPERINTENDENT'S REPORT

ADOPTION OF CONSENT AGENDA

FEBRUARY 24, 2026 REGULAR
MEETING MINUTES

MARCH 3, 2026 SPECIAL MEETING
MINUTES

MARCH 23, 2026 SPECIAL MEETING
MINUTES

APRIL 28, 2026 REGULAR MEETING
MINUTES

MAY 1, 2026 SPECIAL MEETING
MINUTES

MAY 29, 2026 SPECIAL MEETING
MINUTES

Each month various Human Resources actions occur, which require Board action or cognizance. At issue is the approval of awareness of Human Resources actions for the District Office, Maintenance Department, Alaska Technical Center and school sites. On a monthly basis the administration recommends Board approval of new certified/classified hires, position reclassifications and the revision of job descriptions. In addition, the administration informs the Board of resignations and terminations throughout the district.

MEMORANDUM 26-159 HUMAN
RESOURCES

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the second reading of the proposed revisions to BP 4021 Drug and Alcohol Testing for School Bus Drivers within the Personnel series. This policy update clarifies that school bus driver testing may be accomplished through contracting with the transportation services provider. The Board Policy Committee reviewed the proposed changes and recommends approval.

MEMORANDUM 26-160 BP 4021 DRUG
AND ALCOHOL TESTING FOR
SCHOOL BUS DRIVERS – SECOND
READING

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the second reading of the proposed revisions to BP 4111/4211/4311 All Personnel - Recruitment and Selection within the Personnel series. This update merges BP 4111 and BP 4211. This update clarifies language regarding inquiries into protected information when hiring. It also authorizes the board to delegate the authority to make classified hires to the superintendent. The Board Policy Committee reviewed the proposed changes and recommends approval.

MEMORANDUM 26-161 BP 4111/ 4211/
4311 ALL PERSONNEL –
RECRUITMENT AND SELECTION –
SECOND READING

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the second reading of the proposed revisions to BP 4211 Classified Personnel – Recruitment Selection and Appointment within the Personnel series. This update removes this BP since it is merging with BP 4111/4211/4311. The Board Policy Committee reviewed the proposed changes and recommends approval.

MEMORANDUM 26-162 BP 4211
CLASSIFIED PERSONEL –
RECRUITMENT SELECTION AND
APPOINTMENT – SECOND READING

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the second reading of the proposed revisions to BP 4112.5/4212.5/4312.5 All Personnel – Security Check within the Personnel series. This update clarifies that school district volunteers must be subject to a background check, and that an omission on an application can be grounds for denial of hire (or dismissal). The Board Policy Committee reviewed the proposed changes and recommends approval.

MEMORANDUM 26-163 BP 4112.5/
4212.5/ 4312.5 ALL PERSONNEL –
SECURITY CHECK – SECOND
READING

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the second reading of the proposed revisions to BP 4112.6/4212.6/4312.6 All Personnel - Personnel Records within the Personnel series. This update clarifies when and how board members may review employee records and information. The Board Policy Committee reviewed the proposed changes and recommends approval.

MEMORANDUM 26-164 BP 4112.6/
4212.5/ 4312.5 ALL PERSONNEL -
PERSONNEL RECORDS – SECOND
READING

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the second reading of the proposed revisions to BP 4113 Certificated Personnel - Assignment within the Personnel series. This update provides additional guidance regarding the assignment of certificated personnel. The Board Policy Committee reviewed the proposed changes and recommends approval.

MEMORANDUM 26-165 BP 4113
CERTIFICATED PERSONNEL –
ASSIGNMENT – SECOND READING

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the second reading of the proposed revisions to BP 4115 Certificated Personnel – Evaluation Supervision within the Personnel series. This update adds language clarifying that employees

MEMORANDUM 26-166 BP 4115
CERTIFICATED PERSONNEL –
EVALUATION SUPERVISION –
SECOND READING

who evaluate certificated personnel in the District must hold a Type B administrator certificate. The Board Policy Committee reviewed the proposed changes and recommends approval.

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the second reading of the proposed revisions to BP 4117.2/4217.2/4317.2 All Personnel - Resignation within the Personnel series. This update merges the classified and certified resignation policies BP 4117.2 and BP 4217.2. This update simplifies the process for an employee to resign. The Board Policy Committee reviewed the proposed changes and recommends approval.

MEMORANDUM 26-167 BP 4117.2/
4217.2/ 4317.2 ALL PERSONNEL –
RESIGNATION – SECOND READING

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the second reading of the proposed revisions to BP 4217.2 Resignation within the Personnel series. This update removes this BP since it is merging with BP 4117.2/4217.2/4317.2. The Board Policy Committee reviewed the proposed changes and recommends approval.

MEMORANDUM 26-168 BP 4217.2
RESIGNATION – SECOND READING

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the second reading of the proposed revisions to BP 4117.4 Certificated Personnel – Dismissal within the Personnel series. This update codifies the requirement established by the Alaska Supreme Court that certified employees may call witnesses at a pre-termination hearing. The Board Policy Committee reviewed the proposed changes and recommends approval.

MEMORANDUM 26-169 BP 4117.4
CERTIFICATED PERSONNEL –
DISMISSAL – SECOND READING

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the second reading of the proposed revisions to BP 4118 Certificated Personnel – Suspension-Disciplinary Action within the Personnel series. This update clarifies what constitutes progressive discipline, and that reassignment is not necessarily disciplinary. The Board Policy Committee reviewed the proposed changes and recommends approval.

MEMORANDUM 26-170 BP 4118
CERTIFICATED PERSONNEL –
SUSPENSION-DISCIPLINARY ACTION
– SECOND READING

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the second reading of the proposed revisions to BP 4119.3/4219.3/4319.3 All Personnel – Duties of Personnel within the Personnel series. This update requires that, as a best practice, job descriptions should be reviewed annually as part of the evaluation process. The Board Policy Committee reviewed the proposed changes and recommends approval.

MEMORANDUM 26-171 BP 4119.3/
4219.3/ 4319.3 ALL PERSONNEL-
DUTIES OF PERSONNEL – SECOND
READING

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the second reading of the proposed revisions to BP 4119.12/4219.12/4319.12 All Personnel – Harassment within the Personnel series. This update updates harassment language to fit best practices, including that it relates to all school district activities and facilities. The Board Policy Committee reviewed the proposed changes and recommends approval.

MEMORANDUM 26-172 BP 4119.12/
4219.12/ 4319.12 ALL PERSONNEL-
HARASSMENT – SECOND READING

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the second reading of the proposed revisions to BP 4119.22/4219.22/4319.22 All Personnel – Dress and Grooming within the Personnel series. This update simplifies the model dress code policy, and applies it to all personnel. The Board Policy Committee reviewed the proposed changes and recommends approval.

MEMORANDUM 26-173 BP 4119.00-
4219.22-4319.22 ALL PERSONNEL
DRESS AND GROOMING – SECOND
READING

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings

MEMORANDUM 26-174 BP 4119.23-
4219.2-4319.23 ALL PERSONNEL

prior to adoption by the Board. This is the second reading of the proposed revisions to BP 4119.23/4219.23/4319.23 All Personnel – Unauthorized Release of Confidential Information within the Personnel series. This update clarifies best practices regarding the release of unauthorized District information. The Board Policy Committee reviewed the proposed changes and recommends approval.

UNAUTHORIZED RELEASE OF
CONFIDENTIAL INFORMATION-
SECOND READING

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the second reading of the proposed revisions to BP 4119.25/4219.25/4319.25 All Personnel - Political Activities of Employees within the Personnel series. This update clarifies that the District may regulate political activity on school property at any time (not just during the instructional day) in accordance with law. The Board Policy Committee reviewed the proposed changes and recommends approval.

MEMORANDUM 26-175 BP
4119.25/4219.25-4319.25 ALL
PERSONNEL – POLITICAL ACTIVITIES
OF EMPLOYEES – SECOND READING

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the second reading of the proposed revisions to BP 4122 Certificated Personnel – Student Teachers within the Personnel series. This update requires that the superintendent establish criteria for a student teacher program. The Board Policy Committee reviewed the proposed changes and recommends approval.

MEMORANDUM 26-176 BP 4122
CERTIFIED PERSONNEL – STUDENT
TEACHERS – SECOND READING

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the second reading of the proposed revisions to BP 4141.6/4241.6 Certificated and Classified Personnel - Concerted Activity-Work Stoppage within the Personnel series. This update aligns to model policy language and updates the title. The Board Policy Committee reviewed the proposed changes and recommends approval.

MEMORANDUM 26-177 BP 4141.6-
4241.6 CERTIFIED AND CLASSIFIED
PERSONNEL – CONCERTED
ACTIVITY – WORK STOPPAGE –
SECOND READING

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the second reading of the proposed revisions to BP 4158/4258/4358 All Personnel - Employee Security within the Personnel series. This update requires that the superintendent or designee is made aware of all police reports made by personnel in the course of their duties. The Board Policy Committee reviewed the proposed changes and recommends approval.

MEMORANDUM 26-178 BP 4158-4258-
4358 ALL PERSONNEL – EMPLOYEE
SECURITY – SECOND READING

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the second reading of the proposed revisions to BP 4159/4259/4359 All Personnel – Employee Assistance Programs within the Personnel series. This update includes best practice language regarding employee mental health support. The Board Policy Committee reviewed the proposed changes and recommends approval.

MEMORANDUM 26-179 BP 4159-4259-
4359 ALL PERSONNEL – EMPLOYEE
ASSISTANCE PROGRAMS – SECOND
READING

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the second reading of the proposed revisions to BP 4161/4261/4361 All Personnel – Leaves within the Personnel series. This update aligns with the model policy and removes language that is duplicated in employee negotiated agreements. The Board Policy Committee reviewed the proposed changes and recommends approval.

MEMORANDUM 26-180 BP 4161-4261-
4361 ALL PERSONNEL – LEAVES –
SECOND READING

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the second reading of the proposed revisions to BP 4180/4280/4380 All Personnel - Residency and Remote Work within the Personnel series. This policy is new and recommended by AASB to formally establish that employees may be permitted to work remotely, if permitted by the District. The Board Policy Committee reviewed the proposed changes and recommends approval.

MEMORANDUM 26-181 BP 4180-4280-
4380 ALL PERSONNEL – RESIDENCY
AND REMOTE WORK – SECOND
READING

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the second reading of the proposed revisions to BB 9320 Meetings within the Board Bylaw series. This update includes additional language to clarify virtual/remote meetings. This update also includes "virtual" by all references to "teleconference" for clarity and the addition of language to notify the Board President/Superintendent when attending an in-person meeting virtually. The Board Policy Committee reviewed the proposed changes and recommends approval.

MEMORANDUM 26-182 BB 9320
MEETINGS – SECOND READING

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the second reading of the proposed revisions to BP 10020 Charter School Application within the Charter School series. This is a new policy that outlines the application process for establishing a charter school with an update to require the Superintendent to consult legal prior to Board review. The Board Policy Committee reviewed the proposed changes and recommends approval.

MEMORANDUM 26-183 BP 10020
CHARTER SCHOOL APPLICATION –
SECOND READING

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the first reading of the proposed revisions to BP 4133/4233/4333 All Personnel – Travel Expenses within the Personnel series. This update provides clearer guidelines on employee use of travel expenses. This update has been open for public comments. The Board Policy Committee reviewed the proposed changes and recommends approval.

MEMORANDUM 26-184 BP 4133-4233-
4333 ALL PERSONNEL – TRAVEL
EXPENSES – FIRST READING –
WAIVE SECOND

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the first reading of the proposed revisions to BP 4161.1 Certificated Personnel - Sick Leaves within the Personnel series. NWABSD does not currently have this policy. This AASB update revises BP 4161.1 to clarify and better align it with state law. This update has been open for public comments. The Board Policy Committee reviewed the proposed changes and recommends approval.

MEMORANDUM 26-185 4161.1
CERTIFIED PERSONNEL = SICK
LEAVE – FIRST READING – WAIVE
SECOND

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the first reading of the proposed revisions to BP 4212 Classified Personnel – Appointment and Conditions of Employment within the Personnel series. This is a policy that is new to the NWABSD. Related to BP 4111/4211/4311, this update clarifies that the Board may delegate the hire of classified employees to the superintendent. This update has been open for public comments. The Board Policy Committee reviewed the proposed changes and recommends approval.

MEMORANDUM 26-186 BP 4212
CLASSIFIED PERSONNEL –
APPOINTMENT AND CONDITIONS OF
EMPLOYMENT – FIRST READING –
WAIVE SECOND

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the first reading of the proposed revisions to BP 4314 Management and Supervisory Personnel – Transfer-Reassignment within the Personnel series. This update simplifies language regarding the assignment of management and supervisory staff, while removing the recommendation that management personnel routinely apply for transfers (or be involuntarily rotated). This update has been open for public comments. The Board Policy Committee reviewed the proposed changes and recommends approval.

MEMORANDUM 26-187 BP 4314
MANAGEMENT AND SUPERVISORY
PERSONNEL TRANSFER –
REASSIGNMENT – FIRST READING –
WAIVE SECOND

Board policy revisions require Board approval. The Superintendent/designee presents drafts or suggestions for board policy revisions when the law changes or specific needs occur. Policy revisions shall normally be given two readings prior to adoption by the Board. This is the first reading of the proposed revisions to BP 6181 Charter Schools within the Personnel series. This update removes this policy since a full updated charter school policy series, Chapter 10000 has been created replacing BP/AR 6181. This update has been open for public comments. The Board Policy Committee reviewed the proposed changes and recommends approval.

MEMORANDUM 26-188 BP 6181
CHARTER SCHOOLS – FIRST
READING – WAIVE SECOND

Board approval is required for contracts that exceed \$50,000. An RFP was announced in the fall of 2025 to seek assistance in the refinement of the Inupiaq place-based science curriculum project. Two individuals applied, and the RFP was awarded to Redgrave Education LLC for the duration of the project. Redgrave Education LLC will support coordination and oversee project activities related to refining the Inupiaq place-based science curriculum. Total MOA cost of \$128,000 with a not-to-exceed cost of \$140,800 (10% buffer to account for travel overages) Funded by grant fund 360, Indian Education and Johnson O'Malley

MEMORANDUM 26-189 MOA
REDGRAVE EDUCATION
LLC/CRYSTAL REDGRAVE

Board approval is required to expend \$50,000.00 and higher. Alaska law requires public schools to have all fire protection equipment inspected and certified annually by a licensed and bonded company. For the past 23 years, Frontier Fire Protection has provided inspection, testing, maintenance, and repair services for the district's fire alarm systems, sprinkler systems, portable fire extinguishers, and kitchen range hood suppression systems. These inspections are conducted during the summer months when schools are not in session. During the inspection process, mechanical deficiencies are identified and documented. Upon completion of the inspections, a list of deficiencies is provided to the Director of Property Services and the State Fire Marshal. The State Fire Marshal then issues directives requiring the district to correct identified deficiencies within a specified timeframe. To ensure compliance with state requirements and maintain the safety of students, staff, and facilities, the administration requests School Board authorization to contract with Frontier Fire Protection for an amount not to exceed \$150,000 for FY27. This authorization will cover all required inspections, testing, certification services, and necessary repairs to fire protection equipment at district facilities requiring service. FUNDING SOURCE: Property Services Budget.

MEMORANDUM 26-190 MOA
FRONTIER FIRE PROTECTION

Board approval is required for expenditures that exceed \$50,000.00. In 2021, 2023, & 2025, the district had fuel spills in Kivalina on the old teacher housing campus, in Noorvik behind the teacher housing 6-plex on the hill (which are not closed out) and in Kotzebue the fuel tank used for the bus barn developed a leak in April 2025 which is still in the mitigation process. RESCON was and still is being used to mitigate the spill issues in Kivalina, Kotzebue and the Noorvik spill from 2023 and now the new Noorvik fuel oil from January 6, 2026. They have been working directly with the ADEC on the four spills. We also need to retain their services in the event of any spills we would need immediate need support on. The original quote for the spring mitigation for the Noorvik January 6, 2026 spill was \$98,409.00 increasing the original MOA# 226-046 from \$95,000.00 to \$175,681.05 but the final cost because of extra cleanup time needed for the initial mitigation, cost \$102,601.00, a difference of \$6,380.95, adjusting MOA # 226-046 to \$182,062.00. FUNDING SOURCES: General Fund: budgeted for FY 26.

MEMORANDUM 26-103 RESCON
ADDENDUM 2

Board approval is required to expend \$50,000.00 and higher. The NWABSD Property Services department uses Refrigerated Solutions to service, repair and monitor our commercial refrigeration equipment. The property services department is requesting authorization to pay Refrigerated Solutions an amount not to exceed \$165,000 to service, repair and monitor our refrigeration equipment in FY27. FUNDING SOURCE: Maintenance Budget.

MEMORANDUM 26-191 MOA
REFRIDGERATION SOLUTIONS

Board approval is required for expenditures that exceed \$50,000.00. Purchase of 2025 Chevrolet Silverado 3500 (one ton) flatbed from Chevrolet of South Anchorage Property Services in Kotzebue currently operates with two half-ton flatbed pickups, model years 2015 and 2016. Both vehicles are aging, experience frequent mechanical issues, and require increasing amounts of maintenance, resulting in reduced reliability and operational efficiency. Due to the volume and weight of freight regularly received and transported for the district, a one-ton flatbed truck is needed to adequately support Property Services operations. The acquisition of a one-ton flatbed truck was identified as a priority need and was considered during the development of the FY27 budget. It has been several years since a replacement flatbed pickup truck has been purchased for the Kotzebue Property Service Department. The two remaining flatbeds are often in need of repair, it is indispensable that the department has third newer and hopefully more reliable flatbed truck. Property Services has put an offer on a 2025 one-ton flatbed pickup truck and it is being held for a Board decision by Chevrolet of South Anchorage. Price includes barge shipping to Kotzebue from Anchorage. Property Services FY27 Budget which included the purchase of a flatbed truck. The equipment budget was set at \$130,000, which allows room for other equipment needing to be purchased.

MEMORANDUM 26-192 APPROVAL OF
PURCHASE OF FLATBED PICKUP
FOR PROPERTY SERVICES

Board approval is required for purchases that exceed \$50,000. In early 2024 DD Strait Consulting, LLC was selected as the replacement capital projects manager following a competitive Request For Proposal process. That contract may be renewed up to four additional years, and the position must be advertised every five years. Scope of Work for the position includes grant applications to various entities, management of any funded projects, and additional duties as requested. The District currently has roughly \$102M in design and construction projects being managed by DD Strait Consulting. The contract includes both direct labor costs and reimbursable costs, such as travel, printing or postage, etc. as they arise. As a contractor instead of a district employee, DDSC does not receive District benefits. Various grants and District funds.

MEMORANDUM 26-193 APPROVAL OF
FY27 MOA DD STRAIGHT
CONSULTING

Board approval is required for purchases that exceed \$50,000. The administration requests School Board approval to enter into a contract with NANA Management Services, LLC, in the amount of \$153,088.32 to provide twelve-hour nighttime security at the STAR dormitory. This Memorandum of Agreement (MOA) will allocate STAR of the Northwest Magnet School funds to provide a 12-hour overnight security guard, 7 days a week, for 38 weeks while the magnet school dormitory is open. This will ensure consistent, professional nighttime security for STAR and Readistar students. Funding: Grant STAR.

MEMORANDUM 26-194 APPROVAL OF MOA WITH NANA MANAGEMENT SERVICES, LLC TO PROVIDE STAR SECURITY SERVICES

Board approval is required for purchases that exceed \$50,000. The administration requests School Board approval to enter into a contract with Northern Industrial Training (NIT) in the amount of \$692,545 with, not to exceed \$761,799 to provide training in Heavy Equipment Operator (CET) training, Commercial Driver's License (CDL) training, Heavy Equipment Mechanic training, Light Duty Mechanic training, Simulator-to-Equipment Certification, and Microsoft Office 365 training. This Memorandum of Agreement (MOA) will utilize Technical Vocational Education Program (TVEP) funds. ATC is partnering with Northern Industrial Training of Palmer to provide CDL, Heavy Equipment Operator, Heavy Equipment Mechanic, Light Duty Mechanic, Simulator-to-Equipment Certification, and Microsoft Office 365 training services in Kotzebue and at the NIT facility in Palmer. This model offers the most economical delivery of this type of certification and training, encompassing both classroom and hands-on instruction, as well as testing and certification.

MEMORANDUM 26-195 APPROVAL OF MOA WITH NORTHERN INDUSTRIAL TRAINING FOR FY27 COURSES

Heavy Equipment Operator	Sept 21 – Oct 23 2026
CDL Training	Oct 26 – Nov 20 2026
Heavy Equipment Mechanic	Nov 30 – Jan 22 2027
Light Duty Mechanic	Feb 22 – Feb 26 2027
CDL Training	Mar 8 – Apr 2 2027
Microsoft Office 365 (Day and Evening Classes)	Apr 12 – Apr 16 2027
Heavy Equipment Operator	Apr 19 – May 21 2027
Simulator-to-Equipment Certification	3-day TBD
Funding: Grants & Student Tuition	

Board approval is required for purchases that exceed \$50,000. The administration requests the School Board's approval to contract NW Electric to install the Verkada security camera system for the STAR Dormitory, ATC Dormitory, and ATC building for the amount of with a note not to exceed \$157,410 (10% Buffer). The Verkada security system purchased for the ATC, adult, and STAR dorms needs to be installed at the respective locations. Grant funds are available to contract for installation. Property Services is understaffed and unable to provide installation before FY27. The camera system has been purchased and is in Kotzebue. NW Electric could install the system in the FY26 time frame. Funding: Grants: TVEP and STAR.

MEMORANDUM 26-196 APPROVAL OF CONTRACT WITH NW ELECTRIC

Board approval is required for purchases that exceed \$50,000. Mrs. Colvin has managed all aspects of the NWABSD Food Service Department successfully for the past 2.5 years, including the following programs: Fresh Fruits and Vegetables Program (FFVP), National School Breakfast Program (NSBP), National School Lunch Program (NSLP), and any other program the school district Food Service Department chooses to participate in. As the Food Service Department manager, Mrs. Colvin will fly to school sites quarterly to conduct in-person reviews and ensures all claims will be entered in a timely fashion to ensure maximum reimbursement. Program training will be provided to relevant employees as needed. Any Child Nutrition Program (CNP) audit needs will also be handled by Mrs. Colvin, should they arise. FUNDING SOURCE: NANA donation.

MEMORANDUM 26-197 APPROVAL OF FY27 MOA AMBER COLVIN, SAVORY SOLUTIONS

Board approval is required for all purchases over \$50,000. The School District went out to Request for Proposals for Custodial Service Management for FY22 with the option to renew the contract for up to four (4) years through FY26. Nana Management Services, LLC was the single proposer that the district had, and is offering competitive prices for their services despite the increase noted below. FY23 amount \$2,325,210. Requested FY24 amount \$2,511,227. This is a \$186,017 (8%) increase on the FY23 contract amount. NMS Custodial Services had requested a 12% increase from FY23 to FY24 (see attached request), however with the District's revenue outlook, NMS agreed to 8% with other service decreases.

MEMORANDUM 26-198 APPROVAL OF CUSTODIAL SERVICES CONTRACT FOR FISCAL YEAR 2026-2027; NANA MANAGEMENT SERVICES, LLC

Board approval is required for purchases that exceed \$50,000. At issue is the approval of the Food Service Contract between NWABSD and NANA Management LLC (NMS) for Fiscal Year 2026-2027. The School District went out to Request for Proposals for Food Service Management for FY27 with the option to renew the contract for up to four (4) years through FY31. NANA Management Services, LLC was the single proposer that the district had and is offering competitive prices for their services. Additionally, NANA Management recognizes the uncertain funding situation that the District is currently in and is willing to waive the suggested 3% increase in the proposal (see below). Meal Current Pricing Pricing for FY27 Increase
Breakfast \$5.53 \$5.53 0%
Lunch \$10.22 \$10.22 0%

MEMORANDUM 26-199 APPROVAL OF FOOD SERVICES CONTRACT FOR ALL K-12 SITES FOR FISCAL YEAR 2026-2027; NANA MANAGEMENT SERVICES, LLC

Seconds \$3.50 \$3.50 0%
FUNDING SOURCE: NANA donation.

Board approval is required for purchases that exceed \$50,000. At issue is the approval of a Memorandum of Agreement (MOA) between NWABSD and Altman, Rogers & Co. for Fiscal Year 2025-2026, not to exceed \$85,000 for auditing and financial statement services. NWABSD is required to go through an annual audit and Altman, Rogers & Co. was selected to provide the auditing services for NWABSD starting in FY20. Auditing services will include: Work associated with the FY26 audit, out-of-pocket expenses associated with annual audit, preparation of the FY26 financial statements, and presentation of the audit to the Board in FY27. Funding source: general operating fund.

The School Board shall establish and maintain a balanced budget. At issue is the approval of the FY26 General Fund Operating Budget Revision #1. The FY27 General Fund Operating Budget was approved and adopted at the May 1, 2026 special meeting, which includes:

- Revenue Plan of \$73,049,040
- Expenditure Plan of \$72,046,090
- Transfer In from Investment Account in the amount of \$3,000,000
- Transfers Out to Other Funds in the amount of \$1,753,000

Presented to you is Budget Revision #1 for the FY27 Operating Fund Budget:

- Revenues: \$73,302,780
- Expenditures: \$72,046,090
- Transfer In from Investment Account in the amount of \$3,000,000
- Transfers Out to Other Funds in the amount of \$1,753,000

Changes to the approved FY27 budget reflect the approved Borough Appropriation for FY27 and anticipated additional K-12 funding approved by Alaska legislation.

Superintendent's out-of-district travel requires Board approval. The Inuit Circumpolar Council (ICC) has requested that Superintendent Walker deliver the keynote address at an upcoming ICC General Assembly in Iqaluit, Nunavut, July 22-25. The presentation will highlight the Northwest Arctic Borough School District's efforts in Cultural Language, Immersion, and Curriculum. The General Assembly will be held July 21-26 in Canada. ICC will cover all travel expenses. FUNDING SOURCE: ICC Circumpolar Council (ICC).

Board approval is required for all purchases over \$50,000. At issue is the Board's approval for the payment of unpaid debt to the United States Department of Treasury, Bureau of Fiscal Service for the oil spill recovery costs of the Shungnak fuel spill as determined by the Department of Environmental Conservation. According to the United States Department of Homeland Security, United States Coast Guard, the Environmental Protection Agency responded to an incident on or about June 20, 2020 near the Shungnak/Kobuk River and incurred charges for removal and damages. It has also deemed that the district as owner/operator of the facility as is, therefore, responsible for the payment of such costs in the amount of \$471,884.55. FUNDING SOURCE: Wells Fargo Investment Funds.

Negotiated agreements require Board approval. At issue is the ratification of the Tentative Negotiated Agreement with the Northwest Arctic Principal Association; July 01, 2023 – June 30, 2026. Northwest Arctic Principal Association (NAPA) has ratified the Tentative Agreement reached by the District and NAPA bargaining teams on May 14, 2024. A copy of the Tentative Agreement document is attached. The District's legal counsel, Saul R. Friedman, has reviewed the document.

Closing remarks and expressions of thanks offered by each Board member in attendance.

The next regular meeting of the NWABSD Board of Education will be held in person August 28, 2026.

Alice Adams moved to adjourn the meeting, seconded by Millie Hawley.

Motion passed with unanimous consent. The meeting adjourned at 4:48 pm.

Tillie Ticket, Secretary

Kristen Walker, Recording Secretary

MEMORANDUM 26-200 APPROVAL OF
MEMORANDUM OF AGREEMENT,
FY26 EXTERNAL AUDIT SERVICES

MEMORANDUM 26-201 APPROVAL OF
FY27 GENERAL BUDGET, REVISION
#1

MEMORANDUM 26-202 APPROVAL OF
SUPERINTENDENTS TRAVEL

MEMORANDUM 26-203 APPROVAL OF
THE FY27 TENTATIVE AGREEMENT
BETWEEN THE DISTRICT AND THE
NORTHWEST ARCTIC PRINCIPALS
ASSOCIATION

MEMORANDUM 26-204 APPROVAL OF
PURCHASE BATTERY STORAGE
TRAINING SYSTEM FROM KRONUS
ENGINEERING

COMMUNICATION AND ITEMS
PRESENTED BY BOARD MEMBERS

DATE/TIME OF NEXT BOARD
MEETINGS

ADJOURNMENT

**UNADOPTED MINUTES
OF THE NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT**

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."

President Margaret Hansen called the 448th special meeting of the Northwest Arctic Borough School District Board of Education to order at 9:00 a.m. on Wednesday, July 29, 2026, District Office Katima Room, 744 Third Avenue, Kotzebue, Alaska.

Board Members present were:

Tillie Ticket
Marie Greene
Jeanne Gerhardt-Cyrus
Lawrence Jones
Erica Nelson
Margaret Hansen
Alice Melton-Barr

Board Members absent and excused were Alice Adams, Carol Schaeffer and Shannon Melton.

A quorum was present.

Observed.

Those present participated in the Pledge of Allegiance.

Staff and Guests present: Terri Walker, Superintendent; Perrian Windhausen, Director of Student Services; Natalie Dickie, Director of Administrative Services; Donavon Watkins, Director of Property Services; Joy Cogburn-Smith, Director of State and Federal Programs; Joe Groves, Director of Alaska Technical Center; Savio Dias, Director of Technology; Dena Strait, Capital Project Manager; Aerialie Johnson, Director of Curriculum; Kristen Walker, Executive Assistant.

Not needed at this time. The Board has decided to move on to the next agenda items unanimously.

Marrie Greene motioned to adopt memo 27-001 Approve Deering K-12 Replacement School Geotech Fabric. Millie Hawley second. Discussion called, Marie Greene and Tillie Ticket asked about the timeline for clarity. Motion passed by vote unanimously.

Jeanne Gerhardt-Cyrus motioned to pass memo 27-002 Approval to ship battery storage training system from Kronus Engineering, seconded by Marie Greene, motion passed unanimously.

Board approval is required for purchases that exceed \$50,000. In August 2025, through memo 26-025 Board accepted FY26 DEED funding of \$1,666,667.00 and committed a match of \$333,333 for gravel design and stockpiling. This contract also includes finalizing legal control of the site, topographic survey, permitting and cultural resources studies. Geotechnical fabric is part of this work and funding. FY27 state budget included \$6M for Deering K-12 Replacement School. This will require \$2,571,429 in district match to be requested for acceptance in August. This funding will skip the stockpiling step and go straight to laying out the pad on the new site. It will also include taking design to 65% complete and installing the steel piles. Ak DOT is building a replacement road from Deering to the airport. Brice, Inc. is their contractor, thus is currently mobilizing to Deering and will be on site for the next two years. In order to be in sequence with that road work, thus keep costs low, the pad will be laid out in March/April 2027. The geotechnical fabric is laid down on the tundra before the gravel is placed. It needs to ship this barge season to be available next March. Waiting for Board approval to the end of August will cause us to miss the last barges. Board approval is required for purchases that exceed \$50,000. The administration requests the School Board's approval to ship a battery storage training system from Kronus Engineering to ATC in Kotzebue for the amount of \$65,000, with a note not to exceed \$71,500 (10% Buffer). The ATC is working in partnership with NANA and the NWAB to provide training on battery energy storage systems that are being assembled and installed throughout the region. Kronus Engineering has developed a small-scale battery storage system similar to the larger systems currently being deployed in regional communities. The Hewlett Foundation has awarded the ATC a workforce development grant focused on battery energy storage. The board has approved the purchase of the system training system. We are now requesting approval for the shipping cost of the battery system. This system will be shipped on this fall's barge. The battery system can only be shipped by ground. Funding: Grants: Hewlett Foundation. Funding: Grants: Hewlett Foundation.

Board approval is required for purchases that exceed \$50,000. The administration requests the School Board's approval to ship a battery storage training system from Kronus Engineering to ATC in Kotzebue for the amount of

CALL TO ORDER

ROLL CALL

MOMENT OF SILENCE

PLEDGE OF ALLEGIANCE

INTRODUCTION OF STAFF/GUESTS

EXECUTIVE SESSION

ADOPTION OF CONSENT AGENDA

MEMO 27-001 APPROVE DEERING K-12 REPLACEMENT SCHOOL – GEOTECH FABRIC

MEMO 27-002 APPROVAL TO SHIP BATTERY STORAGE TRAINING

\$65,000, with a note not to exceed \$71,500 (10% Buffer). The ATC is working in partnership with NANA and the NWAB to provide training on battery energy storage systems that are being assembled and installed throughout the region. Kronus Engineering has developed a small-scale battery storage system similar to the larger systems currently being deployed in regional communities. The Hewlett Foundation has awarded the ATC a workforce development grant focused on battery energy storage. The board has approved the purchase of the system training system. We are now requesting approval for the shipping cost of the battery system. This system would be shipped on this fall's barge. The battery system can only be shipped by ground.

The next regular meeting of the NWABSD Board of Education will be held August 28, 2026, in person, with time at 4:00 p.m.

Tillie Ticket motioned to adjourn the meeting, seconded by Lawrence Jones. Motion passed with unanimous consent. The meeting adjourned at 9:22 a.m.

Tillie Ticket, Secretary

Kristen Walker, Recording Secretary

SYSTEM FROM KRONUS
ENGINEERING

DATE/TIME OF NEXT BOARD
MEETINGS

ADJOURNMENT

**UNADOPTED MINUTES
OF THE NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT**

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."

President Margaret Hansen called the 449th special meeting of the Northwest Arctic Borough School District Board of Education to order at 9:00 a.m. on Wednesday, July 31, 2026, District Office Katima Room, 744 Third Avenue, Kotzebue, Alaska.

Board Members present were:

Tillie Ticket
Marie Greene
Jeanne Gerhardt-Cyrus
Alice Adams
Carol Schaeffer
Erica Nelson
Margaret Hansen
Alice Melton-Barr
Millie Hawley

Board Members absent and excused were Lawrence Jones and Shannon Melton.

A quorum was present.

Observed.

Those present participated in the Pledge of Allegiance.

Staff and Guests present: Terri Walker, Superintendent; Jeff Alexander, Assistant Superintendent; James Stewart, Director of Human Resources; Natalie Dickie, Director of Administrative Services; Kristen Walker, Executive Assistant.

Marie Greene motioned to adopt the agenda. Second by Jeanne Gerhardt-Cyrus, motion passed unanimously.

Margaret Hansen motioned to go into Executive Session, Carol Schaeffer second, motion passed unanimously. Executive session started at 9:12 a.m. and ended at 11:02 a.m.

Millie Hawley motioned to adopt the consent agenda. Marie Greene seconded the motion and was unanimously approved.

The School Board shall establish and maintain a balanced budget. The Northwest Arctic Borough School District must provide a balanced budget to the State of Alaska Department of Education and Early Development by July 15 of each calendar year. For Fiscal Year 2027, in order to balance the budget, there were adjustments that had to be made. In July, the Superintendent petitioned the Borough to provide an increase appropriation for FY27 of \$1,000,000, which was approved at the Borough's July 28, 2026. If approved, these funds will be recorded as an increased Borough appropriation and used in FY27 for General Fund expenditures.

The next regular meeting of the NWABSD Board of Education will be held August 28, 2026, in person, with time at 4:00 p.m.

Alice Adams motioned to adjourn the meeting, seconded by Tillie Ticket. Motion passed with unanimous consent. The meeting adjourned at 11:06 a.m.

Tillie Ticket, Secretary

Kristen Walker, Recording Secretary

CALL TO ORDER

ROLL CALL

MOMENT OF SILENCE

PLEDGE OF ALLEGIANCE

INTRODUCTION OF STAFF/GUESTS

ADOPTION OF THE AGENDA

EXECUTIVE SESSION

ADOPTION OF CONSENT AGENDA

MEMO 27-003 APPROVAL OF
INCREASED FY27 BOROUGH
APPROPRIATION AND ALLOCATION
OF FUNDS

DATE/TIME OF NEXT BOARD
MEETINGS

ADJOURNMENT



NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT

Ambler · Buckland · Deering · Kiana · Kivalina · Kobuk · Kotzebue · Noatak · Noorvik · Selawik · Shungnak
PO Box 51 · Kotzebue, Alaska 99752 · Phone (907) 442-1800

August 25, 2026

Resolution 27-001

Resolution terminating medical, dental, vision, life & disability insurance for the Northwest Arctic Borough School District elected members of the School Board.

WHEREAS, the Northwest Arctic Borough School District currently provides group health and life insurance benefits to the elected members of its Board; and

WHEREAS, the elected members of the Board have reviewed the school district's financial obligations and determined that it is in the best economic interest of the District to reduce corporate overhead and eliminate these non-employee board benefits;

WHEREAS, the Board recognizes that under federal COBRA regulations and the laws of the State of Alaska, the elimination of health and life benefits for non-employee elected board does not constitute a qualifying event requiring continuation coverage;

NOW, THEREFORE, BE IT RESOLVED, that the group health and life insurance benefits provided specifically to elected members of the Board shall be terminated effective as of August 31, 2026, at 11:59 PM; and

FURTHER RESOLVED, that this termination applies exclusively to the benefits of elected members of the Board and shall not impact the group health or life insurance benefits provided to the regular employees of the school district; and

FURTHER RESOLVED, that the Superintendent and/or Designee is hereby authorized and directed to notify all relevant insurance providers, amend any underlying group plan documents to reflect the removal of the elected Board member class and execute any required documentation to finalize this termination; and

FURTHER RESOLVED, that written notice of this termination shall be provided to all affected Board members prior to the effective date of the termination to allow them to seek alternative individual health and life insurance coverage.

IN WITNESS WHEREOF, the undersigned has executed this Certification as of this 28th day of August, 2026.

Margaret Hansen, Board President

Signature: _____

Date: _____

Tillie M Ticket, Board Secretary

Signature: _____

Date: _____

MEMORANDUM

TO: NWABSD Board of Education Members

DATE: August, 28, 2026

NUMBER: 27-004

FR: Office of the Superintendent

SUBJECT: Human Resources

STRATEGIC PLAN/BOARD GOAL:

Track1: Operational Improvements

Initiative: Optimize Business Practices

ABSTRACT

Each month various Human Resource actions occur, which require Board action or cognizance.

ISSUE:

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

BACKGROUND AND/OR PERTINENT INFORMATION:

On a monthly basis the administration recommends Board approval of new certified/classified hires, position reclassifications and the revision of job descriptions. In addition, the administration informs the Board of resignations and terminations throughout the district.

ALTERNATIVES:

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

ADMINISTRATION RECOMMENDATION:

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

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

- a. Classified Rehires FY27
- b. Certified New Hires FY 27
- c. Classified New Hires FY27

a) **The administration recommends the approval of the following FY27 Classified Rehires**

LOCATION & DATE	NAME	POSITION
<u>District Office</u>		
7/1/2026	Brad Eisel	District Purchasing Agent

b) **The administration recommends the approval of the following FY27 Certified New Hires**

LOCATION & DATE	NAME	POSITION
<u>KOBUK</u>		
8/06/2026	Dwight Conerway	SPED Teacher

Shungnak

8/06/2026	Nydia Slaton	Teacher
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SELAWIK

8/10/2026	Emmanuel Ohene	SPED Teacher
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DISTRICT OFFICE

07/03/2026	Daniel White	HR Coordinator
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- c) The administration recommends the approval of the following FY27 Classified New Hires

AMBLER

8/17/2026	Kelsey Sheldon	Migrant Ed Aide
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DEERING

8/10/2026	Maricel Yuvienco	SPED Aide
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NOATAK

8/8/2026	Samantha Mills	SPED Aide
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ATC

8/03/2026	John Kubalack III	Dorm Attendant
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07/01/2026	Donavon Watkins	Dir. of Property Services
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- II. **The administration reports on the following non-action items:**

- a. Classified Transfers FY27
- b. Certified Separations FY 27
- c. Classified Separations FY27
- d. Certified Openings FY27
- e. Classified Openings FY27

- a) The administration reports on the following non-action items FY27 Classified Transfers

AMBLER

8/10/2026	Marvin Shelden	SPED Aide
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SELAWIK

08/10/2026	Maggie Mitchell	Instructional Aide
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8/14/2026	Braden Appel	Migrant Ed Aide
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8/14/2026	Chester Ticket Jr.	SPED Aide
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District Office

8/17/2026

Wanda Baltazar

Iñupiaq Coordinator

b) The administration reports on the following non-action items FY27 Certified Separations

DISTRICT OFFICE

7/13/2026

Amy Eakin

Director of Technology

6/10/2026

Deborah Lancaster

Director of Curriculum

c) The administration reports on the following non-action items FY27 Classified Separations

DEERING

5/20/2026

Samuel Gavin

Inupaiq Teacher

5/11/2026

Aidan Barr

SPED Aide

JNES

5/20/2026

Roberta Newlin

Instructional Aide

Noatak

5/20/2026

Lawna Norton

SPED Aide

NOORVIK

5/20/2026

Tehana Baldwin

SPED Aide

ATC

7/7/2026

Mary Ticket

Dorm Attendant

DO

8/6/2026

Paul Wood

Asst. Dir. of Technology

d) The administration reports on the following non-action items FY27 Certified Openings

ABL/OBU/SHG

OPEN	Counselor
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KOTZEBUE

OPEN	Principal
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OPEN	Counselor
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DEERING

OPEN	MS/HS Language Arts and Social Studies
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NOORVIK

OPEN	Counselor
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SELAWIK

OPEN	Teacher – K/1 st
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ATC/STAR

OPEN	Teacher
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OPEN	Teacher
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e) The administration reports on the following non-action items FY27 Classified Openings

DEERING

OPEN	Build Plant Operator
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OPEN	Bilingual Instructor
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KOTZEBUE

OPEN	Instructional Aide
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KIVALINA

OPEN	Bus Driver
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ATC/STAR

OPEN	Dorm Attendant
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OPEN	Career Pathways Specialist
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DO

OPEN	Network Administrator Specialist
OPEN	Staff Development Specialist/Payroll
OPEN	ELF Coordinator
OPEN	Journeyman Plumber
OPEN	Journeyman Electrician
OPEN	Maintenance Administration Assistant

ADDENDUM

DATE: August 28, 2026

ADMINISTRATION RECOMMENDATION:

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

- a. Classified Separation FY27
- b. Classified New Hires FY27
- c. Certified New Hires FY27

a) The administration recommends the approval of the following FY27 Classified Separations:

LOCATION & DATE	NAME	POSITION
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Kobuk

5/19/26	Cheree' Horner	Aide
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District Office

8/26/26	Trestin Tate	Mechanic
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b) The administration recommends the approval of the following FY27 Classified New Hires:

LOCATION & DATE	NAME	POSITION
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District Office

9/1/26	Fannie (Clara) Henry	Payroll Specialist
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9/8/26	Wanda Baltazar	Bilingual Coordinator
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c) The administration recommends the approval of the following FY27 Certified New Hires:

LOCATION & DATE	NAME	POSITION
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JNES/KMHS

10/1/26	Jeremy Millard	Principal
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District Officer

9/28/26	Marisol Valdes	Teacher
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MEMORANDUM

TO: NWABSD Board of Education

DATE: August 28, 2026

NUMBER: 27-005

FR: Office of the Superintendent

SUBJECT: Approval of
Superintendent Travel

ABSTRACT:

Superintendent's out-of-district travel requires Board approval.

ISSUE:

At issue is to approve the Superintendent's request for out-of-district travel as presented.

BACKGROUND AND/OR PERTINENT INFORMATION:

Personal Days September 8 – 18, 2026. (Not district funded)

National Indian Education Association annual conference October 7-10, 2026 at Buffalo, New York
Each year, this gathering brings together Native educators, students, Tribal leaders, and advocates from across the country to connect, learn, and move Native education forward together. The 2026 theme, "Strength in Community: Building the Future Together," reflects the collective responsibility we carry to support one another, uplift our students, and shape education systems that honor sovereignty, language, and identity.

AASB 73rd Annual Conference November 5-8, 2026 at Anchorage

As the state's largest gathering of education policymakers, this conference provides school board members with a valuable opportunity to learn from their peers, engage with education experts, and strengthen collaboration within their board-superintendent teams. Sessions are designed to equip school boards with content knowledge, practical tips, and tools to energize them, inspire change, and advance student achievement.

FUNDING SOURCE:

General Funds: budgeted for FY27; Grants

ALTERNATIVES:

1. Approve the Superintendent's request for out-of-district travel as presented.
2. Do not approve the Superintendent's request for out-of-district travel as presented.
3. Take no final action.

ADMINISTRATION'S RECOMMENDATION:

The administration recommends the Board approve the Superintendent's request for out-of-district travel as presented.

MEMORANDUM

TO: NWABSD Board of Education
Committee Members

DATE: August 28, 2026

NUMBER: 27-007

FROM: Office of the Superintendent

SUBJECT: Approval of Final FY-28
Six-Year Capital
Improvement Plan

STRATEGIC PLAN/BOARD GOAL:

Goal 4: Support Systems
Strategy 3: Improve School Facilities

ABSTRACT

Department of Education and Early Development (DEED) School Construction Grant applications for FY 2028 are due September 1, 2026. Board approval of the Capital Improvement Plan (CIP) priorities are a requirement of the application process.

ISSUE

At issue is Board approval of the final FY28 Six-Year Capital Improvement Plan.

BACKGROUND AND/OR PERTINENT INFORMATION

Department of Education and Early Development (DEED) FY28 School Construction Grant applications are due by September 1, 2026, and Board approval of the Capital Improvement Plan (CIP) priorities are a requirement for submission. The Six-Year CIP is used to prioritize projects and establish the order of construction for District capital improvement projects. The School Board annually updates the Six-Year CIP. The District submits grant applications or score reuse letters for the projects identified for the first year of the plan.

Approval is requested by the Regional School Board for approval of the final Six-Year CIP Plan to be submitted with the grant applications. A preliminary list was provided and approved by the board in January 2026 on Memo 26-069. Since that time, Buckland Boiler Replacement has been removed as it was funded by an awarded FY27 grant.

Attached is a proposed final FY 2028 – FY 2032 Six-Year CIP list that includes a description of the proposed projects, and their anticipated costs at this time.

ALTERNATIVES:

1. Approve the final FY 2028 Six-Year Capital Improvement Plan, as presented.
2. Do not Approve the final FY 2028 Six-Year Capital Improvement Plan.
3. Take no action.

ADMINISTRATION'S RECOMMENDATION:

The administration recommends approval of the final FY28 Six-Year Capital Improvement Plan, as presented.

ATTACHMENTS

Proposed final FY 2028 Six-Year CIP

FY 28 SIX YEAR CIP AS RECOMMENDED BY JOINT MAINTENANCE AND CONSTRUCTION COMMITTEE

District Priority	Primary Purpose	Project Title & Description	SOA Aid	Estimated Project Cost
1	B	Deering K-12 Replacement School – new school on new site to replace overcrowded and worn-out facility. The existing site is not large enough to accommodate an addition without removal of the playground and relocating teacher housing off-site. In addition, many building components are beyond their useful life expectancy.	X	\$60,000,000
2	C	Freezer Compressor Replacement – across district	X	\$500,000

**FY 2028 TOTAL
\$60,500,000**

	Primary Purpose	Project Title & Description	SOA Aid	Estimated Project Cost
		Projects not funded in FY 28 – It is anticipated resources will not be available to fund all requirements. They will take priority for FY 29.	X	Balance of FY 28 requests
3	C	Fuel Tank Replacements – Small tanks, not tank farms, across the entire District.	X	\$250,000
4	C	Noorvik K-12 School Renewal and Roof Replacement - Renewal of Aqqulak Noorvik School to replace building components at the end of useful life, and replacement of roof which reached the end of its useful life in 2022.	X	\$12,500,000
5	C	June Nelson Elementary School Roof Replacement- Replacement of the failing roof, 21 years past its useful life. The school is experiencing frequent roof leaks that damage interior finishes and contribute to potential mold and structure damage and interfere with instruction.	X	\$4,000,000

**FY 2029 TOTAL
\$16,7500,000 +**

District Priority	Primary Purpose	Project Title & Description	SOA Aid	Estimated Project Cost
		Projects not funded in previous years – It is anticipated resources will not be available to fund all requested requirements. They will take priority for FY 30.	X	Balance of FY 29 requests

District Priority	Primary Purpose	Project Title & Description	SOA Aid	Estimated Project Cost
6	C	Buckland K-12 School Exterior Envelope Renewal- replacement of roofing, doors and windows at the end of their useful life. Replacement of interior floor finishes. Replace freezers. A small building addition may be warranted due to projected on-going student growth.	X	\$12,000,000

**FY 2030 TOTAL
\$12,000,000 +**

District Priority	Primary Purpose	Project Title & Description	SOA Aid	Estimated Project Cost
		Projects not funded in previous years – It is anticipated resources will not be available to fund all requested requirements. They will take priority for FY 31.	X	Balance of FY 29 requests
7	C	Kiana K-12 School Renewal – Renewal of Kiana K-12 School to replace building components at the end of useful life.	☒	\$10,500,000

**FY 2031 TOTAL
\$10,500,000 +**

District Priority	Primary Purpose	Project Title & Description	SOA Aid	Estimated Project Cost
		Projects not funded in previous years – It is anticipated resources will not be available to fund all requested requirements. They will take priority for FY 32.	X	Balance of FY 30 requests
8	C	June Nelson Elementary School Renewal. Replacement of building components at the end of useful life. Project will also include replacement of flooring and special electrical systems in Kotzebue Middle High School.	3	\$15,500,000

**FY 2032 TOTAL
\$15,500,000 +**

District Priority	Primary Purpose	Project Title & Description	SOA Aid	Estimated Project Cost
		Projects not funded in previous years – It is anticipated resources will not be available to fund all requested requirements. They will take priority for FY 33.	X	Balance of FY 31 requests
9	C	Ambler K-12 School Renewal – Renewal of Ambler K-12 School to replace building components at the end of useful life. May include adding a hallway from Gym to Cafeteria.	☒	\$15,000,000
10	C	Shungnak K-12 School Renewal – Renewal of Shungnak K-12 School to replace building components at the end of useful life.	☒	\$15,000,000

**FY 2033 TOTAL
\$30,000,000+**

Adopted August 28, 2026, at a duly convened meeting of the Northwest Arctic Borough School District at which a quorum was present and voting. I hereby certify that the information presented is true and correct to the best of my knowledge.

Superintendent

Date

School Board President

Date

MEMORANDUM

TO: NWABSD Board of Education
Members

DATE: August 28 ,2026

NUMBER: 27-014

FR: Office of the Superintendent

SUBJECT: Approval of Contract
2026-2027 Alaska Humanities Forum

ABSTRACT:

Board approval is required for contracts that exceed \$50,000.

ISSUE:

At issue is the Board's approval of the 2025-2026 Memorandum of Agreement (MOA) with the Alaska Humanities Forum for a cost not to exceed \$1,028,386.62

BACKGROUND AND/OR PERTINENT INFORMATION:

Alaska Humanities Forum (AKHF) will facilitate and oversee major components of the New Alaska Native Education Ilisautri Project, including managing the cultural Immersion (Culture Camp/Orientation) for new teachers, 2 gatherings in Kotzebue for C3 educators each year of the grant, and Partnership Meetings. This includes arranging and paying for travel costs associated with these activities. The total cost of these services, including partial salary/benefits for the AKHF C3 Program Director, Manager, and Coordinator, is \$1,028,386.62 for the 2026-2027 grant year (08/01/2026 to 07/31/2027). Total includes unspent funds from Years 1 & 2 of the grant.

Detailed Budget Included

Fully funded by Alaska Native Education C3 Ilisautri Grant Project

ALTERNATIVES:

1. Approve the 2026-2027 Memorandum of Agreement (MOA) with Alaska Humanities Forum for the amount not to exceed \$1,028,386.62 as presented;
2. Disapprove the 2026-2027 Memorandum of Agreement (MOA) with Alaska Humanities Forum for the amount not to exceed \$1,028,386.62 as presented;
3. Take no final action.

ADMINISTRATION'S RECOMMENDATION:

The administration recommends board approval of the Memorandum of Agreement (MOA) with Alaska Humanities Forum for the amount not to exceed \$1,028,386.62, as presented;

AKHF Budget Narrative

TOTAL

	Year 1	Year 2	Year 3
Personnel	\$180,600.00	\$186,018.00	\$191,598.54
Fringe	\$71,337.00	\$73,477.11	\$75,681.42
Travel	\$66,893.50	\$139,875.55	\$150,492.93
Supplies	\$16,800.00	\$8,740.00	\$8,740.00
Contractual	\$89,725.00	\$91,725.00	\$91,725.00
Other	\$34,880.00	\$35,926.40	\$37,004.19
Total Direct Costs	\$456,235.50	\$531,762.06	\$544,820.97
Operational support fee (\$6,400 per month)	\$76,800.00	\$76,800.00	\$76,800.00
TOTAL:	\$537,035.50	\$612,562.06	\$632,042.09

Overall Total: \$1,781,639.64

1. PERSONNEL

Personnel Total:

	Year 1	Year 2	Year 3
President & CEO	\$20,600.00	\$21,218.00	\$21,854.54
C3 Program Director	\$40,000.00	\$41,200.00	\$42,436.00
C3 Program Manager	\$65,000.00	\$66,950.00	\$68,958.50
C3 Program Coordinator	\$55,000.00	\$56,650.00	\$58,349.50
TOTAL	\$180,600.00	\$186,018.00	\$191,598.54

Personnel Detail:

President & CEO: (Y1-Y3: .1 FTE)

The President & CEO, Kameron Perez-Verdia, will provide project oversight and leadership for AKHF's components of the project and ensure fidelity of implementation to the organization and to the project partnership. His salary is calculated with a 3% increase each year.

C3 Program Director: (Y1-Y3: .5 FTE)

The C3 Program Director, Julie Rowland, will supervise the C3 Program Manager, oversee partner relationship management, assist in planning and facilitating the Orientation, Debrief and Midyear gatherings, and attend partner meetings. Her salary is calculated with a 3% increase each year.

C3 Program Manager: (Y1-Y3: 1 FTE)

The C3 Program Manager (to be hired) will supervise the C3 Program Coordinator, be responsible for recruiting and onboarding of C3 participants, co-hosting monthly Ilisautri Project partner meetings, planning and facilitating Orientation, Debrief, and Midyear gatherings with input from partners, providing management of the Seminar course, drafting progress reports, and working directly with evaluators. Their salary is calculated with a 3% increase each year.

C3 Program Coordinator: (Y1-Y3: 1 FTE)

The C3 Program Coordinator (to be hired) will be responsible for recruiting and onboarding of C3 participants, handling logistics for teacher travel and gatherings, and supporting Orientation, Debrief, and Midyear gatherings, and the Seminar course. Their salary is calculated with a 3% increase each year.

2. FRINGE**Fringe Total:**

	Year 1	Year 2	Year 3
President & CEO	\$8,137.00	\$8,381.11	\$8,632.54
C3 Program Director	\$15,800.00	\$16,274.00	\$16,762.22
C3 Program Manager	\$25,675.00	\$26,445.25	\$27,238.61
C3 Program Coordinator	\$21,725.00	\$22,376.75	\$23,048.05
TOTAL	\$71,337.00	\$73,477.11	\$75,681.42

Fringe Personnel costs include health and dental insurance, disability insurance, payroll taxes, unemployment insurance, and employer contributions to retirement plans. Like salaries, fringe is calculated at a 3% increase each year.

3. TRAVEL

Travel Total:

	Year 1	Year 2	Year 3
Cultural Immersion (Orientation, Camp, & Debrief) (Staff)	\$10,714	\$11,035	\$11,366
Cultural Immersion (Orientation, Camp, & Debrief) (Participants)	\$43,373	\$44,674	\$46,014
Cultural Immersion (Orientation, Camp, & Debrief) (Near Peer)	\$4,276	\$4,404	\$4,536
Mid-Year Gatherings (Staff)	\$0	\$8,352	\$8,603
Mid-Year Gatherings (Participants)	\$0	\$67,328	\$75,769
Ilisautri Project Team Meetings	\$3,963	\$4,082	\$4,204
Culture Camp Planning Meetings	\$4,568	\$0	\$0
TOTAL	\$66,894	\$139,876	\$150,493

Travel Detail:

Y1: Cultural Immersion (Orientation, Camp, and Debrief) travel for 15 educators, 2 AKHF staff, and 2 Near Peers. No Midyear Gatherings. Ilisautri Project Team meeting travel for 3 AKHF staff. Culture Camp planning meeting for 2 AKHF staff.

	Unit Cost	Number of Units	Total
Cultural Immersion (Orientation/Culture Camp/Debrief) in Northwest Arctic (twice/year):			
Educator airfare home to Kotzebue (RT)	\$1,400	15	\$21,000

Educator lodging + per diem in Kotzebue (Orientation, 2 nights/3 days)	\$553	15	\$8,295
Educator airfare Kotzebue to camp (RT)	\$481.50	15	\$7,223
Educator lodging + per diem in Kotzebue (Debrief, 1 night/2 days)	\$337	15	\$5,055
AKHF staff airfare ANC to Kotzebue (RT)	\$400	4	\$1,600
AKHF staff airfare Kotzebue to camp (RT)	\$481.50	4	\$1,926
AKHF staff lodging + per diem in Kotzebue (Orientation, 3 nights/4 days)	\$1,054	4	\$4,216
AKHF staff lodging + per diem in Kotzebue (Debrief, 2 nights/3 days)	\$743	4	\$2,972
Near peer travel from home community to Kotzebue (RT)	\$481.50	2	\$963
Near peer travel from Kotzebue to camp (RT)	\$481.50	2	\$963
Near peer lodging in Kotzebue (Orientation, 2 nights/3 days)	\$743	2	\$1,486

Near peer lodging in Kotzebue (Debrief, 1 night/2 days)	\$432	2	\$864
Lodging buffer in case of accommodations needs	\$300	6	\$1,800
Partner meeting in Kotzebue (once/year)			
AKHF staff airfare ANC to Kotzebue (RT)	\$400	3	\$1,200
AKHF staff lodging + per diem in Kotzebue (3 days/2 nights)	\$921	3	\$2,763
Camp planning meetings in Kiana and Selawik (once/year)			
AKHF staff airfare ANC to Kotzebue (RT)	\$400	2	\$800
AKHF staff airfare Kotzebue to Selawik (RT)	\$481.50	2	\$963
AKHF staff airfare Kotzebue to Kiana (RT)	\$481.50	2	\$963
AKHF staff lodging + per diem in Kotzebue (2 nights/3 days)	\$921	2	\$1,842
TOTAL			\$66,893.50

Cultural Immersion (Orientation/Culture Camp/Debrief) in Northwest Arctic (twice/year):

In Y1 (summer 2025), 15 educators (Cohort 1) will fly from their homes in the Continental USA to Kotzebue, Alaska, where they will stay for two nights/three days (budgeted at \$1400 per RT

ticket from Continental USA to Anchorage, and \$400 per RT ticket from Anchorage to Kotzebue; and \$95 per night for a shared room at the Alaska Technical Center housing and \$121 per day for per diem and food). The educators will then fly to culture camp in the Northwest Arctic Region, budgeted at \$481.50 per RT ticket from Kotzebue to camp. Educators will travel to one of two culture camps (Kiana/Selawik), depending on the “micro-region” where they will be teaching. After camp, educators will return to Kotzebue for one night/two days for Debrief (budgeted at \$95 per night for a shared room at the Alaska Technical Center housing and \$121 per day for per diem and food) before returning to their original points of departure. We include a \$1800 lodging buffer in case educators are not able to share rooms due to accessibility reasons. There will be two cycles of Orientation and Debrief, corresponding to the two camps, which will occur at different times during Summer 2025. Two AKHF staff will attend each Orientation and Debrief, as well as each culture camp to help ensure that the subsequent C3 programming connects to the educators’ camp experiences. AKHF staff will fly from Anchorage to Kotzebue (budgeted at \$400 per RT ticket), and stay in Kotzebue alongside program participants (budgeted at \$190 per night for a single room at the Alaska Technical Center and \$121 per day for per diem and food). AKHF staff will arrive in Kotzebue one day before educators arrive to allow for set up, and will stay one day after educators leave to allow for supplies break down. One Near Peer will also attend each Orientation, Camp, and Debrief alongside C3 participants. Near Peers are expected to travel to Kotzebue from within the region to participate in programming (budgeted at \$481.50 per RT ticket between their home community and Kotzebue). Near peers will also stay in Kotzebue alongside program participants (budgeted at \$120 per night for a single room at the Alaska Technical Center and \$121 per day for per diem and food).

Midyear Gatherings: There are no Midyear Gatherings planned during Y1.

Partner meeting in Kotzebue (once/year) In Y1, 3 AKHF staff working on the Ilisautri Project will fly from Anchorage to Kotzebue for 3 days of partner meetings (budgeted at \$400 per RT ticket, in addition to \$279 per night at the Nullagvik Hotel and \$121 per day for per diem). The Nullagvik Hotel is the only hotel in Kotzebue. These meetings will help build in-person connections between AKHF and NWABSD staff, and provide time to engage in more in-depth planning and conversations.

Camp planning meetings in Kiana and Selawik (once/year): In Y1, 2 AKHF staff working on the Ilisautri Project will fly to the Northwest Arctic for 5 days of culture camp planning meetings with each camp. Staff will fly from Anchorage to Kotzebue (\$400 per RT ticket), and travel from Kotzebue to Kiana for one day of meetings and Kotzebue to Selawik for one day of meetings (each RT flight budgeted at \$481.50). There are no direct flights between Kiana and Selawik, necessitating a return to Kotzebue. Staff will spend 2 nights and 3 days in Kotzebue in between travel (budgeted at \$279 per night at the Nullagvik Hotel and \$121 per day for per diem). These

meetings will allow staff to familiarize with camp staff and resources prior to arriving with C3 participants.

Y2: Cultural Immersion Camp travel for 15 educators, 2 AKHF staff, and 2 Near Peers. Two Midyear Gatherings (includes Cohorts 1 and 2). Ilisautri Project Team meeting travel for 3 AKHF staff.

**Note that all travel costs in Y2 are budgeted with 3% inflation over Y1 assumed.*

	Unit Cost	Number of Units	Total
Cultural Immersion (Orientation/Culture Camp/Debrief) in Northwest Arctic (twice/year)			
Educator airfare home to Kotzebue (RT)	\$1,442	15	\$21,630
Educator lodging + per diem in Kotzebue (Orientation, 2 nights/3 days)	\$570	15	\$8,544
Educator airfare Kotzebue to camp (RT)	\$496	15	\$7,439
Educator lodging + per diem in Kotzebue (Debrief, 1 night/2 days)	\$347	15	\$5,207
AKHF staff airfare ANC to Kotzebue (RT)	\$412	4	\$1,648
AKHF staff airfare Kotzebue to camp (RT)	\$496	4	\$1,984

AKHF staff lodging + per diem in Kotzebue (Orientation, 3 nights/4 days)	\$1,086	4	\$4,342
AKHF staff lodging + per diem in Kotzebue (Debrief, 2 nights/3 days)	\$765	4	\$3,061
Near peer travel from home community to Kotzebue (RT)	\$496	2	\$992
Near peer travel from Kotzebue to camp (RT)	\$496	2	\$992
Near peer lodging in Kotzebue (Orientation, 2 nights/3 days)	\$765	2	\$1,531
Near peer lodging in Kotzebue (Debrief, 1 night/2 days)	\$445	2	\$890
Lodging buffer in case of accommodations needs	\$309	6	\$1,854
Midyear Gatherings in Kotzebue (twice/year).			
Educator airfare community to Kotzebue (RT)	\$455	54	\$24,557

Educator lodging + per diem in Kotzebue (3 nights/4 days)	\$792	54	\$42,772
AKHF staff airfare ANC to Kotzebue (RT)	\$412	4	\$1,648
AKHF staff lodging + per diem in Kotzebue (5 nights/6 days)	\$1,676	4	\$6,704
Partner meeting in Kotzebue (once/year)			
AKHF staff airfare ANC to Kotzebue (RT)	\$412	3	\$1,236
AKHF staff lodging + per diem in Kotzebue (2 nights/ 3 days)	\$949	3	\$2,846
TOTAL			\$139,875.55

Cultural Immersion (Orientation/Culture Camp/Debrief) in Northwest Arctic (twice/year):

In Y2 (summer 2026), 15 educators (Cohort 2) will fly from their homes in the Continental USA to Kotzebue, Alaska, where they will stay for two nights/three days (\$1400 per RT ticket from Continental USA to Anchorage, and \$400 per RT ticket from Anchorage to Kotzebue; and \$95 per night for a shared room at the Alaska Technical Center housing and \$121 per day for per diem and food). The educators will then fly to culture camp in the Northwest Arctic Region, budgeted at \$481.50 per RT ticket from Kotzebue to camp. Educators will travel to one of two culture camps (Kiana/Selawik), depending on the “micro-region” where they will be teaching. After camp, educators will return to Kotzebue for one night/two days for Debrief (budgeted at \$95 per night for a shared room at the Alaska Technical Center housing and \$121 per day for per diem and food) before returning to their original points of departure. We include a \$1800 lodging buffer in case educators are not able to share rooms due to accessibility reasons. There will be two cycles of Orientation and Debrief, corresponding to the two camps, which will occur at different times during Summer 2026. Two AKHF staff will attend each Orientation and Debrief,

as well as each culture camp to help ensure that the subsequent C3 programming connects to the educators' camp experiences. AKHF staff will fly from Anchorage to Kotzebue (\$400 per RT ticket), and stay in Kotzebue alongside program participants (\$190 per night for a single room at the Alaska Technical Center and \$121 per day for per diem and food). AKHF staff will arrive in Kotzebue one day before educators arrive to allow for set up, and will stay one day after educators leave to allow for supplies break down. One Near Peer will also attend each Orientation, Camp, and Debrief alongside C3 participants. Near Peers are expected to travel to Kotzebue from within the region to participate in programming (budgeted at \$481.50 per RT ticket between their home community and Kotzebue). Near peers will also stay in Kotzebue alongside program participants (budgeted at \$120 per night for a single room at the Alaska Technical Center and \$121 per day for per diem and food). *Note that all travel costs reflected in table above are budgeted with 3% inflation over Y1 assumed.*

Midyear Gatherings (twice/year): During Y2, there will be two 3 night/4 day Midyear Gatherings for C3 educators: one in Kotzebue in October, and one in Kotzebue in March. Because Midyear Gatherings include all C3 cohorts, we assume 27 educators will attend in October and 27 educators will attend in February. Educator round-trip airfare to both communities is budgeted at \$481.50 per person. Lodging is budgeted at \$190 per night and per diem per educator is budgeted at \$121 per night. Two AKHF staff will attend each Midyear Gathering. Staff will fly from Anchorage to Kotzebue (budgeted at \$400 RT) and stay alongside participants (budgeted at \$190 per night for lodging and \$121 per day for per diem). AKHF staff will arrive in Kotzebue one day before educators arrive to allow for set up, and will stay one day after educators leave to allow for supplies break down. *Note that all travel costs reflected in table above are budgeted with 3% inflation over Y1 assumed.*

Partner meetings in Kotzebue (once/year): In Y2, 3 AKHF staff working on the Ilisautri Project will fly from Anchorage to Kotzebue for 3 days of partner meetings (budgeted at \$400 per RT ticket, in addition to \$279 per night at the Nullagvik Hotel and \$121 per day for per diem). The Nullagvik Hotel is the only hotel in Kotzebue. These meetings will help build in-person connections between AKHF and NWABSD staff, and provide time to engage in more in-depth planning and conversations. *Note that all travel costs reflected in table above are budgeted with 3% inflation over Y1 assumed.*

Y3: Cultural Immersion Camp travel for 15 educators, 2 AKHF staff, and 2 Near Peers. Two Midyear Gatherings (includes Cohorts 1, 2 and 3). Ilisautri Project Team meeting travel for 3 AKHF staff.

**Note that all travel costs in Y3 are budgeted with 3% inflation over Y2 assumed.*

	Unit Cost	Number of Units	Total
Cultural Immersion (Orientation/Culture Camp/Debrief) in Northwest Arctic (twice/year):			
Educator airfare home to Kotzebue (RT)	\$1,485	15	\$22,279
Educator lodging + per diem in Kotzebue (Orientation, 2 nights/3 days)	\$587	15	\$8,800
Educator airfare Kotzebue to camp (RT)	\$511	15	\$7,662
Educator lodging + per diem in Kotzebue (Debrief, 1 night/2 days)	\$358	15	\$5,363
AKHF staff airfare ANC to Kotzebue (RT)	\$424	4	\$1,697
AKHF staff airfare Kotzebue to camp (RT)	\$511	4	\$2,043
AKHF staff lodging + per diem in Kotzebue (Orientation, 3 nights/4 days)	\$1,118	4	\$4,473

AKHF staff lodging + per diem in Kotzebue (Debrief, 2 nights/3 days)	\$788	4	\$3,153
Near peer travel from home community to Kotzebue (RT)	\$511	2	\$1,022
Near peer travel from Kotzebue to camp (RT)	\$511	2	\$1,022
Near peer lodging in Kotzebue (Orientation, 2 nights/3 days)	\$788	2	\$1,576
Near peer lodging in Kotzebue (Debrief, 1 night/2 days)	\$458	2	\$917
Lodging buffer in case of accommodations needs	\$318	6	\$1,910
Midyear Gatherings in Kotzebue (twice/year).			
Educator airfare community to Kotzebue (RT)	\$468	59	\$27,635
Educator lodging + per diem in Kotzebue (3 nights/4 days)	\$816	59	\$48,134

AKHF staff airfare ANC to Kotzebue (RT)	\$424	4	\$1,697
AKHF staff lodging + per diem in Kotzebue (5 nights/6 days)	\$1,726	4	\$6,905
Partner meeting in Kotzebue (once/year)			
AKHF staff airfare ANC to Kotzebue (RT)	\$424	3	\$1,273
AKHF staff lodging + per diem in Kotzebue (2 nights/ 3 days)	\$977	3	\$2,931
TOTAL			\$150,492.93

Cultural Immersion (Orientation/Culture Camp/Debrief) in Northwest Arctic (twice/year):

In Y3 (summer 2027), 15 educators (Cohort 3) will fly from their homes in the Continental USA to Kotzebue, Alaska, where they will stay for two nights/three days (budgeted at \$1400 per RT ticket from Continental USA to Anchorage, and \$400 per RT ticket from Anchorage to Kotzebue; and \$95 per night for a shared room at the Alaska Technical Center housing and \$121 per day for per diem and food). The educators will then fly to culture camp in the Northwest Arctic Region, budgeted at \$481.50 per RT ticket from Kotzebue to camp. Educators will travel to one of two culture camps (Kiana/Selawik), depending on the “micro-region” where they will be teaching. After camp, educators will return to Kotzebue for one night/two days for Debrief (budgeted at \$95 per night for a shared room at the Alaska Technical Center housing and \$121 per day for per diem and food) before returning to their original points of departure. We include a \$1800 lodging buffer in case educators are not able to share rooms due to accessibility reasons. There will be two cycles of Orientation and Debrief, corresponding to the two camps, which will occur at different times during Summer 2027. Two AKHF staff will attend each Orientation and Debrief, as well as each culture camp to help ensure that the subsequent C3 programming connects to the educators’ camp experiences. AKHF staff will fly from Anchorage to Kotzebue (budgeted at \$400 per RT ticket), and stay in Kotzebue alongside program participants (budgeted at \$190 per night for a single room at the Alaska Technical Center and \$121 per day for per diem

and food). AKHF staff will arrive in Kotzebue one day before educators arrive to allow for set up, and will stay one day after educators leave to allow for supplies break down. One Near Peer will also attend each Orientation, Camp, and Debrief alongside C3 participants. Near Peers are expected to travel to Kotzebue from within the region to participate in programming (budgeted at \$481.50 per RT ticket between their home community and Kotzebue). Near peers will also stay in Kotzebue alongside program participants (budgeted at \$120 per night for a single room at the Alaska Technical Center and \$121 per day for per diem and food). *Note that all travel costs reflected in table above are budgeted with 3% inflation over Y2 assumed.*

Midyear Gatherings in Kotzebue (twice/year): During Y3, there will be two 3 night/4 day Midyear Gatherings for C3 educators: one in Kotzebue in October, and one in Kotzebue in March. Because Midyear Gatherings include all C3 cohorts, we assume 22 educators will attend in October and 37 educators will attend in February. Educator round-trip airfare to both communities is budgeted at \$481.50 per person. Lodging is budgeted at \$190 per night and per diem per educator is budgeted at \$121 per night. Two AKHF staff will attend each Midyear Gathering. Staff will fly from Anchorage to Kotzebue (budgeted at \$400 RT) and stay alongside participants (budgeted at \$190 per night for lodging and \$121 per day for per diem). AKHF staff will arrive in Kotzebue one day before educators arrive to allow for set up, and will stay one day after educators leave to allow for supplies break down. *Note that all travel costs reflected in table above are budgeted with 3% inflation over Y2 assumed.*

Partner meeting in Kotzebue (once/year): In Y3, 3 AKHF staff working on the Ilisautri Project will fly from Anchorage to Kotzebue for 3 days of partner meetings (budgeted at \$400 per RT ticket, in addition to \$279 per night at the Nullagvik Hotel and \$121 per day for per diem). The Nullagvik Hotel is the only hotel in Kotzebue. These meetings will help build in-person connections between AKHF and NWABSD staff, and provide time to engage in more in-depth planning and conversations. *Note that all travel costs reflected in table above are budgeted with 3% inflation over Y2 assumed.*

4. SUPPLIES

Supplies Total:

	Year 1	Year 2	Year 3
Office supplies	\$800.00	\$800.00	\$800.00
Technology supplies	\$4,000.00	\$500.00	\$500.00
Midyear Gathering supplies	\$500.00	\$500.00	\$500.00

Workshop Supplies	\$2,000.00	\$2,000.00	\$2,000.00
C3 Seminar supplies	\$2,000.00	\$2,000.00	\$2,000.00
Camp supplies	\$7,500.00	\$2,940.00	\$2,940.00
TOTAL	\$16,800.00	\$8,740.00	\$8,740.00

Program Supplies Details:

Office supplies: General office supplies include pens, paper, markers, flip charts, and other consumables necessary for *Ilisautri* staff to complete the day-to-day duties of their jobs.

Technology supplies: Computer supplies include laptops and IT supplies such as software licenses, discs, and flash drives for two *Ilisautri* staff workstations (budgeted at \$2,000 per staff). These supplies are necessary for *Ilisautri* staff to complete the day-to-day duties of their jobs.

Midyear Gathering supplies: Midyear Gathering supplies include materials required for participation in activities and conversations, including books and craft supplies.

Workshop supplies: Workshop supplies include materials required for full-day workshops conducted during the Multicultural Studies Seminar. Workshops are intensives that support educators to consider their roles and responsibilities as new community members. Supplies will include materials required to participate in the experience, including workbooks.

C3 Seminar supplies: C3 Seminar supplies include materials required for participation in the Multicultural Studies Seminar offered by the University of Alaska Anchorage, including textbooks, books, and materials for activities and conversations such as projects with Elders.

Camp supplies: Camp supplies include materials participants will need to attend and participate in the culture camp experience. These include tents (8 x \$200) and air mattresses (16 x \$250). Participants will be given water bottles for camp (\$30 x 48) and the program will provide camp consumables including rope, tape, bug repellent, etc. (\$500 per year). Note: Camp supply amounts in Y2 and Y3 are smaller for tents and mattresses, intended only to replace broken or unusable gear purchased in Y1.

5. CONTRACTUAL

Contractual Total:

	Year 1	Year 2	Year 3
Community advisory group	\$4,000.00	\$4,000.00	\$4,000.00

Kotzebue coordinator	\$3,600.00	\$3,600.00	\$3,600.00
Culture Bearer honoraria	\$1,000.00	\$3,000.00	\$3,000.00
Camp contracts	\$60,000.00	\$60,000.00	\$60,000.00
C3 course fees	\$1,125.00	\$1,125.00	\$1,125.00
C3 course instructors	\$18,000.00	\$18,000.00	\$18,000.00
Near Peers	\$2,000.00	\$2,000.00	\$2,000.00
TOTAL	\$89,725.00	\$91,725.00	\$91,725.00

Contractual Details:

Community advisory group: NWABSD and AKHF will assemble an 8-member community advisory group to provide continued direction on the project, to include students, educators, Elders, and other community members with a connection to education. To allow participation from across the Northwest Arctic, the advisory group will convene virtually twice per year. Members will receive \$500 per year for their participation in support of the project.

Kotzebue coordinator: The Kotzebue coordinator will be a Contractor located in Kotzebue who will support on-the-ground logistics and planning for Orientation, Culture Camp, Debrief, and Midyear Gatherings. They are budgeted at a rate of \$40/hour. Annually, the Kotzebue coordinator will spend 50 hours coordinating orientation, culture camp, and debrief logistics, and 40 hours coordinating Midyear Gathering logistics. Through over a decade of experience with C3 programming, AKHF has found that an on-the-ground contractor is essential to properly coordinating logistics and building vendor relationships for programming that takes place in Kotzebue.

Culture Bearer honoraria: \$500 per honoraria per year is budgeted for Culture Bearers and guests who join the C3 pre-camp Orientation, post-camp Debrief, and Midyear Gatherings. In Y1, 2 Culture Bearers will participate in programming. In Y2 and Y3, 4 Culture Bearers will participate in programming. Culture Bearers provide vital perspective and information that enhances the C3 experience for participants.

Camp contracts: Culture camp is a core component of the C3 summer experience, offering educators the opportunity to experience traditional subsistence activities, and observe how Elders teach and students learn. \$60,000 will cover contracts with both the Kiana Elders Camp and the Selawik Science & Culture Camp to implement a culture camp annually that C3 participants can attend. Contracts include recruiting students to participate in camp.

C3 Course Fees and C3 Course Instructors: Each year, 15 C3 educators take the Multicultural Studies Seminar, offered by the University of Alaska Anchorage (UAA) School of Education. This course is a core component of the C3 experience, offering educators the opportunity to learn about the Northwest Arctic region, deepen their cultural competency, and build community connections. A \$75 per course per participant enrollment fee is budgeted for the Seminar. This is a special rate offered to AKHF by the University of Alaska Anchorage (UAA). Additionally, \$9,000 per instructor per year is budgeted for two co-instructors, who will be contracted to teach the Multicultural Studies Seminar through UAA.

Near Peers: Each year, two Near Peers will be offered a \$1000 stipend for their time supporting and mentoring C3 participants during Orientation, Camp, and Debrief. As alums of the program, Near Peers provide essential additional context and mentorship for participants.

6. OTHER

Other Total:

	Year 1	Year 2	Year 3
Printing	\$500.00	\$515.00	\$530.45
Postage and shipping	\$4,000.00	\$4,120.00	\$4,243.60
Insurance	\$5,000.00	\$5,150.00	\$5,304.50
Facilities	\$24,000.00	\$24,720.00	\$25,461.60
Subscriptions	\$1,380.00	\$1,421.40	\$1,464.04
TOTAL	\$34,880.00	\$35,926.40	\$37,004.19

Other Details:

Printing: \$500 is budgeted for printing of recruitment and promotional materials necessary to enroll participants in C3. Costs are budgeted with 3% inflation assumed each year.

Postage and Shipping: \$4,000 is budgeted for shipping of essential supplies to culture camps and Kotzebue (for Midyear Gatherings). Shipping to the Northwest Arctic in advance is typically cheaper than flying with materials. Costs are budgeted with 3% inflation assumed each year.

Insurance: \$5,000 per year is budgeted to provide insurance for C3 participants during culture camp programming and is expected to be provided through Great American Insurance. Costs are budgeted with 3% inflation assumed each year.

Facilities: \$24,000 is budgeted for office space for staff members to conduct the program activities and to provide adequate storage for program equipment and supplies. These costs are calculated at total square footage used for grant program work divided by the total FTEs to get a square footage. Costs are budgeted with 3% inflation assumed each year.

Subscriptions: \$1,300 per year is budgeted for the online booking appointment software for teacher participants and AKHF staff to conduct interviews prior to the program. Costs are budgeted with 3% inflation assumed each year.

MEMORANDUM

TO: NWABSD Board of Education
Members

DATE: August 28 ,2026

NUMBER: 27-015

FR: Office of the Superintendent

SUBJECT: Approval of Contract
2026-2027 National Institute for
Excellence in Teaching (NIET)

ABSTRACT:

Board approval is required for contracts that exceed \$50,000.

ISSUE:

At issue is the Board's approval of the 2026-2027 Memorandum of Agreement (MOA) with the National Institute for Excellence in Teaching (NIET) for a cost not to exceed \$144,000

BACKGROUND AND/OR PERTINENT INFORMATION:

National Institute for Excellence in Teaching (NIET) will support the District's implementation of the Comprehensive State Literacy Grant for \$144,000 for the 2026-2027 grant year (07/01/2026 to 06/30/2027)

Overview of Services Attached

Funded by grant fund 305, Comprehensive State Literacy Grant (CLSD)

ALTERNATIVES:

1. Approve the 2026-2027 Memorandum of Agreement (MOA) with National Institute for Excellence in Teaching for the amount not to exceed \$144,000 as presented;
2. Disapprove the 2026-2027 Memorandum of Agreement (MOA) with National Institute for Excellence in Teaching for the amount not to exceed \$144,000 as presented;
3. Take no final action.

ADMINISTRATION'S RECOMMENDATION:

The administration recommends board approval of the Memorandum of Agreement (MOA) with National Institute for Excellence in Teaching for the amount not to exceed \$144,000 as presented;

NIET Year 2

Overview of Services

Onsite/Virtual Coaching and Support Year 2 District Implementation of Systems Support	\$12,000.00
NIET Consulting Services Year 2 Literacy Plan Monitoring Plan	\$3,000.00
Onsite/Virtual Coaching and Support Year 2 --Three days each per school (42 days of support)	\$126,000.00
Onsite/Virtual Coaching and Support Year 2 Proposed Training: Classroom Inquiry for Effective Teacher Collaboration	\$3,000.00
Total Year 2	\$144,000.00

Fully covered by Comprehensive State Literacy Grant Funding (CLSD)

Through onsite or virtual coaching and support, educators work alongside NIET specialists to transfer and apply best practices into unique individual school settings. NIET's strengths-based coaching and support focuses on reflection and the effective implementation of key concepts and strategies learned through NIET trainings (e.g. instructional excellence, effective professional learning, leadership teams, observation and feedback, evaluation, teacher leadership, curriculum alignment). Specific focus areas will be determined in consultation with the district partners

MEMORANDUM

TO: NWABSD Board of Education
Members

DATE: August 28 ,2026

NUMBER: 27-016

FR: Office of the Superintendent

SUBJECT: Approval Addendum
to MOA- Crystal
Redgrave, Redgrave
Education LLC

ABSTRACT:

Board approval is required for contracts that exceed \$50,000.

ISSUE:

At issue is the Board's approval of an addendum to the 2026-2027 Memorandum of Agreement (MOA) with Redgrave Education LLC for an amount not to exceed \$188,100

BACKGROUND AND/OR PERTINENT INFORMATION:

We seek to amend the current MOA to add \$13,000 for additional work performed for the project and increased travel costs. Redgrave Education LLC will continue to support coordination and oversee project activities related to creating and refining the Inupiaq place-based science curriculum. Total MOA \$171,000, with a not-to-exceed total of \$188,100 (10% contingency buffer)

Funded by grant fund 360, Indian Education, TIIP Grant Fund 366

ALTERNATIVES:

1. Approve the addendum of the 2026-2027 Memorandum of Agreement (MOA) with Redgrave Education LLC for the amount not to exceed \$188,100 as presented.
2. Disapprove the addendum of the 2026-2027 Memorandum of Agreement (MOA) with Redgrave Education LLC for the amount not to exceed \$188,100 as presented.
3. Take no final action.

ADMINISTRATION'S RECOMMENDATION:

The administration recommends board approval of the addendum to the 2026-2027 Memorandum of Agreement (MOA) with Redgrave Education LLC for the amount not to exceed \$ 188,100 as presented.

NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT

ADDENDUM TO MEMORANDUM OF AGREEMENT

MOA # 227017MOA

Between

Contractor Name: Redgrave Education LLC

Address: 3301 Windmill Circle

Billing, MT 59102

and

Northwest Arctic Borough School District

The above-referenced Memorandum of Agreement is hereby amended as follows:

MOA Addendum:

	<u>Amount</u>
Account #: <u>360.099.100.227.410</u>	<u>\$144,000</u>
Account #: <u>366.099.120.000.410</u>	<u>\$27,000</u>
NEW MOA Total	\$171,000
not to exceed total of \$188,100	
(10%)	

Budget Authority Approval: _____

Contractor Additionally Agrees:

MOA is addended to include all contracted services for through June 30,2027

District Additionally Agrees:

Pay for all billed services in a timely manner, contractor is also provided a school district laptop for district related work and has access to district technology services as required as a contractor.

Date of Board Approval (if applicable):

Agreed to by:

Contractor, (Sign and Return to Program Contact Person)

Date

Superintendent- Authorized Signature, NWABSD

Date

Director of Administrative Services, NWABSD

Date

MEMORANDUM

TO: NWABSD Board of Education
Members

DATE: August 28, 2026

NUMBER: 27-017

FR: Office of the Superintendent

SUBJECT: Approval to Amend Contract;
Karen McCain

ABSTRACT:

Board approval is required for contracts that exceed \$50,000.

ISSUE:

At issue is the Board's approval to amend the Memorandum of Agreement (MOA) with Karen McCain of McCain Services for a total amount not to exceed \$213,293.92

BACKGROUND AND/OR PERTINENT INFORMATION:

Karen McCain of McCain Services serves as Project Evaluator for the District's Federal Grants. In addition to finding grant opportunities and assisting the district in writing grant proposals, her duties include evaluating and overseeing existing federal grant projects, data entry, and completing all required Federal Performance Reports. The amended MOA, which includes travel, is for a total of \$213,293.92

Funding for MOA	
General Grant Writing (general fund) Used when working on new grant applications only	\$15,000.00
Literacy Connection (LIT) Federal Grant (\$99,867.30) <i>Ends 9/30/3026</i>	\$10,193.92
Native Youth in Action (NYIA) Federal Grant (\$651,980.34)	\$32,200.00
Preparing Our Youth (POY) Federal Grant (\$782,513.17)	\$39,400.00
Alaska Native Education Ilisautri Project (\$2,135,177.25)	\$53,900.00
Iñupiatun Ilisaqta Project (TIIP) (\$1,269,089.73)	\$31,500.00
Our Youth Positive Visions for the Future (OYVF) Federal Grant (\$1,393,834.14)	\$31,100.00
Total	\$213,293.92

The grants Karen McCain assists the district in managing for FY27 (including carryover) total \$6,332,461.93. Her outside evaluator costs for those grants equals 3.37%

ALTERNATIVES:

1. Approve the amendment to the Memorandum of Agreement (MOA) with Karen McCain of McCain Services for the amount not to exceed \$213,293.92 as presented;
2. Disapprove the amendment to the MOA for McCain Services for the amount not to exceed \$213,293.92 as presented;
3. Take no final action.

ADMINISTRATION'S RECOMMENDATION:

The administration recommends board approval of the MOA with McCain Services for a total amount not to exceed \$213,293.92, as presented.

NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT

ADDENDUM TO MEMORANDUM OF AGREEMENT

MOA # _____

Between

Contractor Name: Karen McCain—McCain Services

Address: PO Box 520505

Big Lake, AK 99652-0505

and

Northwest Arctic Borough School District

The above-referenced Memorandum of Agreement is hereby amended as follows:
MOA Addendum:

	<u>Amount</u>
Account #: <u>100.099.510.000.410</u>	<u>\$15,000.00</u>
Account #: <u>353.099.350.000.410</u>	<u>\$10,193.92</u>
Account #: <u>354.099.350.000.410</u>	<u>\$32,200.00</u>
Account #: <u>358.099.350.000.410</u>	<u>\$39,400.00</u>
Account #: <u>365.099.350.000.410</u>	<u>\$53,900.00</u>
Account #: <u>366.099.350.000.410</u>	<u>\$31,500.00</u>
Account #: <u>367.099.320.000.410</u>	<u>\$31,100.00</u>
NEW MOA Total:	<u>\$213,293.92</u>

Budget Authority Approval: _____

Contractor Additionally Agrees:

MOA is addended to include all contracted services for the 2026-2027 school year
continuation grant fundings as specified above.

District Additionally Agrees:

Pay for all billed services in a timely manner, contractor is also provided a school district
laptop for district related work and has access to district technology services as required as
a contractor.

Date of Board Approval (if applicable):

Agreed to by:

Contractor, (Sign and Return to Program Contact Person)

Date

Superintendent- Authorized Signature, NWABSD

Date

Director of Administrative Services, NWABSD

Date

MEMORANDUM

TO: NWABSD Board of Education
Members

DATE: August 28, 2026

NUMBER: 27-018

FR: Office of the Superintendent

SUBJECT: Approval of
Addendum to MOA 2026-2027
Aqqaluk Trust

ABSTRACT:

Board approval is required for contracts that exceed \$50,000.

ISSUE:

At issue is the Board's approval of the addendum to the 2026-2027 Memorandum of Agreement (MOA) with Aqqaluk Trust, not to exceed \$114,750

BACKGROUND AND/OR PERTINENT INFORMATION:

The District issued an initial MOA to Aqqaluk Trust in July. Aqqaluk Trust will collaborate with the school district on project activities related to creating, refining, and organizing Iñupiaq-language and cultural instructional and curricular materials.

The contractor will assist in providing access to Knowledge Bearers, Native Language Speakers and cultural activities that support the use of the Iñupiaq language and traditional practices in schools and classrooms throughout the Northwest Arctic Borough School District.

This action amends the current agreement to a not to exceed total of \$144,750 for the 2026-2027 school year.

Funded by grant fund 366, The Iñupiatun Ilisapta Project (TIIP)

ALTERNATIVES:

1. Approve the addendum to the Memorandum of Agreement (MOA) with Aqqaluk Trust for the amount not to exceed \$114,750 as presented;
2. Disapprove the addendum to the Memorandum of Agreement (MOA) with Aqqaluk Trust for the amount not to exceed \$114,75 as presented;
3. Take no final action.

ADMINISTRATION'S RECOMMENDATION:

The administration recommends board approval of the addendum to the Memorandum of Agreement (MOA) with Aqqaluk Trust for the amount not to exceed \$114,750 as presented;

Northwest Arctic Borough School District

P. O. Box 51 Kotzebue, AK 99752

MEMORANDUM OF AGREEMENT (MOA)

(MOA's for more than \$50,000 must be approved by the School Board prior to start of Contract)

(In a fiscal year MOA's to the same Contractor totaling more than \$50,000 must be approved by the School Board prior to start of Contract)

TAB BETWEEN FIELDSContractor: Aqgaluk Trust

Name of Company

MOA Control #:

Contact Carol Furman for #

Address: PO Box 509

Street or POB

Kotzebue

City

AK

State

99752

Zip + four

07/01/2026

Start Date (mmddyy)

6/30/2027

End Date (mmddyy)

☐ W-9 Attached☒ W-9 Submitted PreviouslyContractor
Agrees
To:

1. To collaborate on project activities related to the creation, refinement, and organization of Iñupiaq language and cultural instructional and curriculum materials.
2. The contractor will assist in providing access to Knowledge Bearers, Native Language Speakers, and cultural activities that support the use of the Iñupiaq language and traditional practices in schools and classrooms throughout the Northwest Arctic Borough School District.

If additional space is needed, indicate here ☒ **See attachment**District Contact Person: Joy Cogburn-SmithPhone #: (907) 442-1814 Ext Email Address: jcogburn@nwarctic.orgFax #: District
Agrees
To:

Pay for all services in a timely manner, provide reasonable access to relevant District curriculum resources, instructional frameworks, or other resources necessary for successful project completion.

If additional space is needed, indicate here ☐ **See attachment**Payment
Terms:

The consultant will submit service invoices and receipts to the district for the fees and related expenses. Upon submittal of receipts, payment for services will be made in accordance with this agreement.

If additional space is needed, indicate here ☐ **See attachment**Enter Account
Code as:xxx.xxx.xxx.xxx.xxxAmount

Account #:

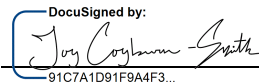
366.099.120.000.410\$25,000

Total

\$25,000

MOA Not to Exceed: \$25,000

Budget Authority Approval

DocuSigned by:

 91C7A1D91F9A4F3...

NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT

ADDENDUM TO MEMORANDUM OF AGREEMENT

MOA # 227033MOA

Between

Contractor Name: Aqqaluk Trust

Address: PO Box 509

Kotzebue, AK 99752

and

Northwest Arctic Borough School District

The above-referenced Memorandum of Agreement is hereby amended as follows:

MOA Addendum:

	<u>Amount</u>
Account #: <u>366.099.120.000.410</u>	<u>\$114,750</u>
NEW MOA Total:	<u>\$114,750</u>

Budget Authority Approval: _____

Contractor Additionally Agrees:

MOA is added to the amount of \$114,750 for all contracted services for the 2026-2027 school year

District Additionally Agrees:

Pay for all billed services in a timely manner, contractor is also provided a school district laptop for district related work and has access to district technology services as required as a contractor.

Date of Board Approval (if applicable):

Agreed to by:

Contractor, (Sign and Return to Program Contact Person)

Date

Superintendent- Authorized Signature, NWABSD

Date

Director of Administrative Services, NWABSD

Date

MEMORANDUM

TO: NWABSD Board of Education Members

DATE: August 28, 2026

NUMBER: 27-019

FR: Office of the Superintendent

SUBJECT: Approval of
Purchase IXL Learning INC

STRATEGIC PLAN/BOARD GOAL:

Goal 1: Student Learning

ABSTRACT:

Board approval is required for contracts that exceed \$50,000.

ISSUE:

At issue is the Board's approval of the IXL Learning renewal purchase for districtwide PK-12 access and professional development services for a total of \$72,075.

BACKGROUND AND/OR PERTINENT INFORMATION:

The district seeks to renew IXL All-Access for students in grades PK-12 and the purchase of teacher professional development through June 2028.

IXL is an online personalized learning program that provides standards-aligned practice for students in grades PK–12. The platform adjusts activities to each student's skill level, provides immediate feedback, and gives teachers real-time diagnostic and progress data. Districtwide access will support classroom instruction, intervention, enrichment, and identifying individual learning gaps.

IXL All-Access Grades PK-12 subscriptions for \$69,580

Professional Development \$2,495

Total purchase: \$72,075

Funding: Title 1 Grant: Fund 262

ALTERNATIVES:

1. Approval of the IXL Learning INC purchase not to exceed \$72,075 as presented.
2. Disapproval of the IXL Learning INC purchase not to exceed \$72,075 as presented.
3. Take no final action.

ADMINISTRATION'S RECOMMENDATION:

The administration recommends board approval of the IXL Learning INC purchase not to exceed \$72,075 as presented.



IXL Learning
777 Mariners Island Blvd., Suite 600
San Mateo, CA 94404

RENEWAL QUOTE

QUOTE # 1694520-1
DATE: JULY 22, 2026

TO:

Aeriale Johnson
Northwest Arctic Borough School District
PO BOX 51
KOTZEBUE, AK 99752

COMMENTS OR SPECIAL INSTRUCTIONS

SALESPERSON	ACCOUNT #	RENEWAL PERIOD	QUOTE VALID UNTIL
Kacie Charsagua	A19-2713155	December 18, 2026 - June 18, 2028	December 18, 2026

SUBSCRIPTIONS	QUANTITY	LIST UNIT PRICE	NET PRICE
IXL All-Access Grades PK-12	1775	\$39.20	\$69,580.00
Total Price			\$69,580.00

SERVICES	QUANTITY	LIST UNIT PRICE	NET PRICE
Express PD for Districts	1	\$2,495.00	\$2,495.00
Total Price			\$2,495.00

TOTALS	
Total Subscriptions List Price	\$69,580.00
Total Services List Price	\$2,495.00
Grand Total	\$72,075.00

Ordering instructions

MEMORANDUM

TO: NWABSD Board of Education
Members

DATE: August 28, 2026

NUMBER: 27-020

FR: Office of the Superintendent

SUBJECT: Approval of
payment to the University of
Alaska Anchorage for 2026-
2027 ANSEP

ABSTRACT:

Board approval is required for contracts that exceed \$50,000.

ISSUE:

At issue is the Board's approval for the payment of services to the University of Alaska Anchorage for the ANSEP Middle School Academy (\$370,000), Acceleration Academy (\$75,000), and STEM Ready (\$30,000) in the amount not to exceed \$475,000 for the 2026-2027 school year.

BACKGROUND AND/OR PERTINENT INFORMATION:

Each school year, middle school students across the district participate in the Middle School Academy through the University of Alaska Anchorage's Alaska Native Science and Engineering Program (ANSEP). The cost includes salaries, benefits, services, airfare, and supplies, totaling \$370,000 for 95 students.

Acceleration Academy for up to 20 students; Acceleration Academy (Full-Time) is a full-day opportunity during the academic year. Students in grades 9 through 12 take free University courses and earn three years of college credits towards any degree by high school graduation. The cost includes tuition and fees for up to 20 students for \$75,000.

ANSEP STEM Ready Academy engages our fifth-grade students with hands-on Science, Technology, Engineering, and Mathematics (STEM) career exploration projects. These sessions are school district-specific. The cost includes salaries, benefits, services, and supplies for up to 30 students for \$30,000.

Funding: Native Youth in Action (NYIA) Fund 354

ALTERNATIVES:

1. Approval of payment to the University of Alaska Anchorage for ANSEP Services not to exceed \$475,000, as presented.
2. Disapproval of payment to the University of Alaska Anchorage for ANSEP Services not to exceed \$475,000, as presented.
3. Take no final action.

ADMINISTRATION'S RECOMMENDATION:

The administration recommends board approval of payment to the University of Alaska Anchorage for Middle School Academy costs for a total of \$475,000

MEMORANDUM

TO: NWABSD Board of Education
Members

DATE: August 28, 2026

NUMBER: 27-021

FR: Office of the Superintendent

SUBJECT: Approval of RESCON
Fuel Spill Mitigation

ABSTRACT:

Board approval is required for expenditures that exceed \$50,000.00.

ISSUE:

At issue is Board approval for Memo 27-021 RESCON for heating fuel spill clean-up for Kivalina 2021, Noorvik 2023, Kotzebue 2025, and new Noorvik spill January 6, 2026 for a cost not to exceed \$296,412.55 for FY27.

BACKGROUND AND/OR PERTINENT INFORMATION:

In 2021, 2023, & 2025, the district had fuel spills in Kivalina on the old teacher housing campus, in Noorvik behind the teacher housing 6-plex on the hill (which are not closed out) and in Kotzebue the fuel tank used for the bus barn developed a leak in April 2025 which is still in the mitigation process. RESCON was and still is being used to mitigate the spill issues in Kivalina, Kotzebue and the Noorvik spill from 2023 and the Noorvik fuel oil from January 6, 2026. They have been working directly with the ADEC on the four spills. We also need to retain their services in the event of any spills we would need immediate support.

FUNDING SOURCES:

General Fund: budgeted for FY 27

ALTERNATIVES:

1. Approve the administration's request to pay RESCON costs for their continued efforts on the Kotzebue, Kivalina, & Noorvik fuel spill mitigation not to exceed \$296,412.55.
2. Disapprove the administration's request to pay RESCON costs for their continued efforts on the Kotzebue, Kivalina, & Noorvik fuel spill mitigation not to exceed \$296,412.55.
3. Take no final action.

ADMINISTRATION'S RECOMMENDATION:

The Administration recommends Board approval to pay RESCON in the amount not to exceed \$296,412.55 for incurred costs as per attached.



August 12, 2026

Kristen Walker
Northwest Arctic Borough School District
PO Box 57
Kotzebue, AK 99752

Subject: Summary of 2026/2027 Project Budgets and Outstanding Invoices

Dear Ms. Walker

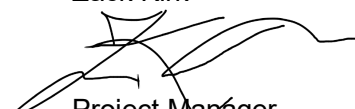
As requested, below is an itemized list of the proposal pricing for the environmental response efforts at the Kivalina, Kotzebue and two Noorvik sites. In addition, is an outstanding invoice for the 2025 Kivalina Monitoring Report.

An MOA covering the total amount below will cover all of the planned work for the 2026 season and reporting, (which will extend into 2027), with the two Notes listed below.

- Note 1: The cost for the Kotzebue Spill Response assumes that the NWABSD will be able to provide equipment and an operator.*
- Note 2: The only cost not included below is the disposal of the contaminated soil generated from the Noorvik School Spill Response. Due to the logistics associated with the transport and disposal of the soil from that area, Rescon proposes to determine the final quantity of material before determining the appropriate disposal destination in 2027.*

2026/2027 Project Work Quotes and Outstanding Invoices		
Project		Quote
2026 Kotzebue Spill - Additional Response Work		\$ 49,854.00
Contaminated Soil Disposal Quote		\$ 81,406.55
2026 Kivalina - Groundwater and Landfarm Monitoring		\$ 39,571.00
2023 Noorvik Spill – 2026 Monitoring		\$ 30,513.00
2026 Noorvik School Spill – Remedial Response		\$ 88,238.00
Outstanding Invoices	Invoice Number	Quote
2025 Kivalina Report Budget	0085-14-2	\$ 6,830.00
Totals		\$ 296,412.55

Respectfully Submitted,
Zack Kirk


Project Manager
Rescon Alaska, LLC

Northwest Arctic Borough School District

P. O. Box 51 Kotzebue, AK 99752

MEMORANDUM OF AGREEMENT (MOA)

MOA's for more than \$50,000 must be approved by the School Board prior to start of Contract

In a fiscal year MOA's to the same Contractor totaling more than \$50,000 must be approved by the School Board prior to start of Contract

Remember to follow federal procurement regulations when using federal funds to support the MOA

TAB BETWEEN FIELDS

Contractor: Rescon Alaska

Name of Company

MOA Control #:

Contact Brad Eisel for #

Address: 8361 Petersburgs Street

Street or POB

Anchorage

City

AK

State

99515

Zip + four

907

Area Code

667-7423

Phone #

-

Fax #

zkirk@resconalaska.com

E-mail Address

Zack Kirk – Project Manager

Federal ID #:

Enter without Dashes

Or

Soc. Sec. #:

Enter without Dashes

Alaska Business License #:

July 1, 2026

Start Date (mmddyy)

June 30, 2027

End Date (mmddyy)

☐ W-9 Attached

☒ W-9 Submitted Previously

Verify with Brad Eisel

Contractor Agrees To:

Rescon will do the fuel spill clean-up from previous spills & response in Noorvik, Kivalina, & Kotzebue. See attached proposal for specific details.

If additional space is needed, indicate here ☐ **See attachment**

District Contact Person: Donavon Watkins

Phone #: (907) 442-1861

Ext 1861

Email Address: dwatkins@nwarctic.org

Fax #: (907)

District Agrees To:

If additional space is needed, indicate here ☐ **See attachment**

Payment Terms:

If additional space is needed, indicate here ☐ **See attachment**

Enter Account Code as: XXX.XXX.XXX.XXX.410

Amount

Account #: 100.099.620.000.410

\$ 296,412.55

Account #:

\$

Total:

\$ 296,412.55

MOA Not to Exceed: \$300,000.00

Budget Authority Approval:

Additional Conditions/Provisions

A - GENERAL INFORMATION

1. All associated costs, not limited to fees and reimbursables, must be included in the MOA. All MOA's for more than \$50,000 require prior School Board approval before Contractor provides any service. (BP 3312)
2. The account to be charged must be determined and approved by the individual with budget authority prior to submission of the MOA to Brad Eisel. It is important to verify funds are available before submitting.
3. Prior to the starting date of the contracted services and/or activities, the Contractor and NWABSD must sign the MOA. The Contractor is not to be given a notice to proceed unless all the appropriate parties have approved and signed the MOA.
4. The District Contact Person will be responsible for obtaining the Contractor's signature and submitting the original MOA to Brad Eisel along with a W-9 for tax purposes.
5. The District Contact Person must approve for payment all Contractor invoices and verify receipts and backup documentation prior to submission for payment to the Accounting Department.
6. The Contractor must pay all expenses, and submit receipts for reimbursement, (airline receipt, hotel receipt, other travel related expenses). Mileage tickets are not eligible for reimbursement.
7. MOA's cannot be used for employee contracts or work agreements.
8. Any NWABSD employee who authorizes services prior to the required approvals may be subject to disciplinary action up to and including termination. (BP 4118, 4218)

B - CONTRACTOR RESPONSIBILITIES

1. Check the MOA for contents and completeness. If the terms are agreeable, sign the agreement and return to the individual named as the Contact Person.
2. In accordance with the payment terms set forth on page 1, the Contractor shall submit a detailed invoice with the dates the services were provided and the appropriate documentation (copies of itineraries, airline tickets, hotel bills, ground transportation, etc.) to the District Contact Person for approval of payment. This **MOA Control #:** must be on the invoice.
3. As a condition of performance, the Contractor must pay all federal, state, and local taxes incurred by the Contractor.
4. A W-9 must be on file with the NWABSD or submitted with this MOA.
5. The Contractor must provide proof of any liability insurance coverage required on page 1 of this MOA.
6. To the extent allowed by law, the Contractor shall indemnify, defend, and hold the NWABSD harmless from any liability resulting from or arising out of the acts of the Contractor in the performance of this MOA.
7. This contract may be terminated by either party with a 30-day written notice.

I HEREBY ACCEPT THIS MOA AND THE CONDITIONS/PROVISIONS CONTAINED HEREIN.

Any changes in the terms of this MOA must be on an ADDENDUM FORM prior to any services being performed. The ADDENDUM FORM must be approved by all parties.

Natalie Dickey

Director of Administrative Services – Fiscal Approval

Director's Signature

08/28/26

Date (mm/dd/yy)

Terri Walker

Superintendent –Authorized Signer NWABSD

Superintendent's Signature

8/28/26

Date (mm/dd/yy)

Contractor

Contractor's Signature

Date (mm/dd/yy)

MEMORANDUM

TO: NWABSD Board of Education
Members

DATE: August 28, 2026

NUMBER: 27-022

FR: Office of the Superintendent

SUBJECT: Acceptance of
Resignation from a
School Board Member;

ABSTRACT:

Board approval is required for School Board resignations.

ISSUE:

At issue is to accept the letter of resignation from Shannon Melton, who serves as an NWABSD Board Member in Seat F, Representing District 6 (Buckland, Deering, Selawik), and declare the seat vacant.

BACKGROUND AND/OR PERTINENT INFORMATION:

A School Board member who wishes to resign may do so by submitting his/her written resignation to the School Board.

The Board shall declare the board member's seat vacant upon acceptance of the resignation.

The Board may accept the resignation with a deferred effective date.

The School Board may declare a regional school board seat vacant if the person elected resigns. A letter of resignation with the effective date of July 29, 2026, was received from Shannon Melton of Buckland, resigning as a Board Member. Shannon Melton is currently in seat F, Representing District 6 (Buckland, Deering, Selawik), with a term ending in 2027.

A vacancy on the Board shall be filled within 30 days of the vacancy by Board appointment. When making an appointment to the Board, the Board desires to draw from the widest possible number of candidates.

The Board shall:

1. Provide candidates with appropriate information regarding Board member responsibilities.
2. Announce names of candidates and accept public input either in writing or at a public meeting.
3. Interview the candidates at a public meeting.
4. Select the provisional appointee by majority vote at a public meeting.

The person appointed shall hold office until the next regularly scheduled election for district Board members and shall be afforded all the powers and duties of a Board member upon appointment.

ALTERNATIVES:

1. Accept the letter of resignation from Shannon Melton, who serves as a NWABSD Board Member serving in Seat F, Representing District 6 (Buckland, Deering, Selawik), and declare the seat vacant as presented;
2. Do not accept the letter of resignation from Shannon Melton, who serves as a NWABSD Board Member serving in Seat F, Representing District 6 (Buckland, Deering, Selawik), and declare the seat vacant as presented;

ADMINISTRATION'S RECOMMENDATIONS:

The administration recommends that the Board accept the letter of resignation from Shannon Melton, who serves as a NWABSD Board Member serving in Seat F, Representing District 6 (Buckland, Deering, Selawik), and declare the seat vacant as presented.

Subject: Fwd: Resignation
Date: Wednesday, July 29, 2026 at 12:28:17 PM Alaska Daylight Time
From: S Melton
To: Kristen Walker

You don't often get email from sticket99727@gmail.com. [Learn why this is important](#)

[EXTERNAL EMAIL - CAUTION]: Do not open unexpected attachments or links.

----- Forwarded message -----
From: **S Melton** <sticket99727@gmail.com>
Date: Tue, Jun 23, 2026 at 1:16 PM
Subject: Resignation
To: <Mhanson@nwarctic.org>

Good afternoon Margaret.

I would like to resign my seat on the board. I find myself too busy now that the fishing season is starting, Also with my job. I don't have any way to access my email so I wasn't aware of the meeting.

So I will just resign my seat for Buckland.

Thank you for the opportunity to be there for our kids and region.

Shannon Melton

MEMORANDUM

TO: NWABSD Board of Education
Members

DATE: August 28, 2026

NUMBER: 27-023

FR: Office of the Superintendent

SUBJECT: Approval of Mold
Remediation Flood
Damage JNES Basement

ABSTRACT:

Board approval is required for expenditures that exceed \$50,000.00.

ISSUE:

At issue is Board approval for Memo 27-023 Approval of Mold Remediation Flood Damage of JNES Basement from Typhoon Halong, October 2025, to be completed by Guaranteed Services not to exceed \$225,000.00.

BACKGROUND AND/OR PERTINENT INFORMATION:

After Typhoon Halong, it was discovered that the basement at JNES had flooded. Over the course of the year, the moisture left behind has resulted in severe mold contamination throughout the basement, requiring professional mold remediation and cleanup before the space can be safely used again. Contractor will complete flood restoration for approximately 2,052 linear feet of affected wall area. Work includes moving and protecting contents as needed, removing damaged wall materials, cleaning and treating exposed framing, applying approved mildew-treatment paint, installing replacement rigid foam, plywood and drywall in the designated areas, fire-taping the new drywall seam, minor incidental framing repairs, debris handling, and final cleanup. Further information may be obtained from the attached proposal.

FUNDING SOURCES:

Insurance and FEMA funding

ALTERNATIVES:

1. Approve the administration's request to approve professional mold remediation and cleanup services by Guaranteed Services, not to exceed \$225,000.00..
2. Disapprove the administration's request to approve professional mold remediation and cleanup services by Guaranteed Services, not to exceed \$225,000.00.
3. Take no final action.

ADMINISTRATION'S RECOMMENDATION:

The Administration recommends that the Board approve professional mold remediation and cleanup services by Guaranteed Services, not to exceed \$225,000.00.



KOTZEBUE SCHOOL FLOOD RESTORATION

PROPOSAL AND SCOPE OF WORK

Client	Northwest Arctic Borough School District
Contract	\$175,000 lump sum
Authorized Project Maximum	\$225,000
Field Duration	21 calendar days

1. Work Included

Contractor will complete flood restoration for approximately **2,052 linear feet of affected wall area**. Work includes moving and protecting contents as needed, removing damaged wall materials, cleaning and treating exposed framing, applying **approved mildew-treatment paint**, installing replacement rigid foam, plywood and drywall in the designated areas, fire-taping the new drywall seam, minor incidental framing repairs, debris handling, and final cleanup.

2. District Responsibilities

Contractor will purchase the project materials and arrange shipment to Kotzebue. The District will receive the freight and deliver it to the required project location. Materials remain the District's responsibility until Contractor personnel arrive and take possession. The District will provide an authorized operator for its loader and dump truck for debris hauling. Electrical and plumbing work, if needed, will be handled by the District or others. The District will designate an authorized representative to approve inspections, payments, changes, and final completion.

3. Price and Additional Work

The base contract is **\$175,000**. The project has an authorized maximum of **\$225,000**. Additional work above the base contract may be approved for added scope, hidden damage, unforeseen conditions, or work requested by the District. Any increase must be approved in writing by the District's authorized representative. Work above \$225,000 requires further written authorization.

4. Payment Schedule

DRAW 1	Materials and mobilization	\$100,000
DRAW 2	Demo/treatment substantially complete and reconstruction underway	\$50,000
FINAL	Substantial completion and agreed punch list	\$25,000

The first draw must be received before materials are ordered, freight or travel is committed, or the crew is mobilized. District payment is not dependent on when the District is reimbursed by an insurance company or other third party.

5. Material Delivery and Mobilization

The crew will not travel to Kotzebue until the primary project materials are confirmed delivered at the required project location. The 21-calendar-day field period begins when the crew mobilizes and the work area is ready. Freight delays, weather, unavailable materials, restricted access, added work, or other conditions outside Contractor's reasonable control may extend the schedule.

6. Changes and Hidden Conditions

The price is based on the known flood-damage scope. If demolition reveals significant hidden damage, major structural repairs, hazardous materials, additional flood damage, or other conditions outside the agreed scope, Contractor will document the issue and obtain written approval before performing additional work, except where immediate action is reasonably necessary to protect people or property.

7. Completion and Approval

Work is substantially complete when the contracted restoration can be used for its intended purpose, even if minor punch-list items remain. The District's authorized representative will review progress, approve payment milestones, perform the final walkthrough, and provide any reasonable punch-list items.

8. Materials, Site Access, and Delays

The District will provide reasonable access to the work area and available water and electricity normally needed for construction. Freight shortages or visible shipping damage should be documented when received. Contractor is not responsible for delays caused by freight carriers, weather, District access issues, work by others, or conditions outside Contractor's reasonable control.

9. Insurance, Permits, and Special Requirements

This proposal assumes no special bond, permit, engineering, testing, or project-specific insurance requirement beyond normal contractor requirements unless disclosed before work begins. If additional requirements are imposed, any related cost or schedule impact will be handled as additional work with written approval.

10. Warranty

Contractor provides a one-year workmanship warranty from substantial completion. The warranty does not cover new flooding or water intrusion, pre-existing conditions, building movement, concealed conditions, manufacturer defects, damage by others, or work performed by others.

11. Exclusions

The base price does not include major structural reconstruction, electrical or plumbing work, hazardous-material abatement, environmental remediation, major mold remediation beyond the agreed cleaning and treatment, finish drywall beyond the specified fire tape, texture, finish painting, or work outside the approximately 2,052 linear feet of agreed flood-restoration area unless approved as additional work.

12. Project Assumptions

The proposal is based on the District's confirmation that prevailing wage and certified payroll are not required; the District will receive and deliver the freight; District personnel will operate the loader and dump truck; electrical and plumbing will be handled by others; no disposal fee is currently expected; and reasonable access to the work area will be provided.

13. Acceptance

Base Contract: \$175,000
Authorized Project Maximum: \$225,000
Draws: \$100,000 / \$50,000 / \$25,000
Field Duration: 21 calendar days

Northwest Arctic Borough School District

Contractor

Authorized Representative: _____

Authorized Representative: _____

Signature: _____

Signature: _____

Date: _____

Date: _____

MEMORANDUM

TO: NWABSD Board of Education
Members

DATE: August 28, 2026

NUMBER: 27-024

FR: Office of the Superintendent

SUBJECT: Approval of ATC Utilidor
Flood Damage

ABSTRACT:

Board approval is required for expenditures that exceed \$50,000.00.

ISSUE:

At issue is Board approval for Memo 27-024 Approval of ATC Utilidor flood damage from Typhoon Halong, October 2025, for a cost not to exceed \$288,145.00 for FY27.

BACKGROUND AND/OR PERTINENT INFORMATION:

The lump-sum proposal in the amount of \$288,145.00 represents the cost necessary to complete the required repairs to the damaged utilidor system. The Typhoon Halong storm in October 2025 caused extensive flooding and damage to the utilidor system, requiring professional repairs and replacement. NANA Construction will provide the supervision, labor, and materials necessary to complete the required repairs, including coordinating with ATC to schedule after-hours sewer shutdowns; removing damaged rigid foam board and plywood beneath the Southend sewer pipe; replacing damaged sewer pipe hangers with galvanized Unistrut; repairing and regrading broken ABS piping within the arctic carrier pipe; replacing broken bands connecting the arctic carrier pipe; and regrading the sewer cleanout extending beyond the building footprint.

FUNDING SOURCES:

Insurance and FEMA funding

ALTERNATIVES:

1. Approve the administration's request to pay NANA Construction for the ATC Sewer Pipe Repair, Grading, & Supports for a cost not to exceed \$288,145.00 for FY27.
2. Disapprove the administration's request to pay NANA Construction for the ATC Sewer Pipe Repair, Grading, & Supports for a cost not to exceed \$288,145.00 for FY27.
3. Take no final action.

ADMINISTRATION'S RECOMMENDATION:

The Administration recommends Board approval to pay NANA Construction \$288,145.00 for incurred costs not to exceed \$288,145.00 for FY27.



July 30th, 2026

Alaska Technical Center
843 4th ST.
Kotzebue, AK 99752
Attn: Donovan Watkins

Re: RFP – ATC –Sewer Pipe Repair, Grading, & Supports

MR. WATKINS,

We appreciate the opportunity to submit our Lump Sum pricing proposal for the above-mentioned project for your consideration. Our price to furnish supervision, labor, and materials per the verbal scope of work for the project is **\$288,145.00**. Our proposal consists of the following:

Included:

- Coordinate with ATC representatives to schedule sewer shutdown for repairs. Sewer pipe repairs will be planned after hours.
- Remove all rigid foam board and plywood that is on grade under the damaged sewer pipe (Southend).
- Remove all bent and broken all thread sewer pipe hangers on the Southend of the building and replace with galvanized unistrut.
- Repair all broken ABS within the arctic carrier pipe and regrade in accordance with plumbing code.
- Replace broken bands that connect the arctic carrier pipe together.
- Regrade sewer clean out that extends out past the building footprint.

Excluded:

- City of Kotzebue Sales Tax.
- Any broken piping above the floor.
- Any hazardous materials removal, disposal, testing, etc.
- Framing, drywall patching, painting, or structural modification.
- Fire protection/sprinkler systems.
- Repair of unforeseen rotted framing or mold remediation discovered during demolition.
- Replacement of rigid foam board and plywood.



Schedule: Actual start date is to be agreed upon by both parties during pre-construction phase.

This quote is valid for 30 days from the date above.

Thank you very much for your consideration of NANA Construction Civil & Marine Division for this work. Please reach out with any questions or concerns.

Thank you,

Michael Peters

Michael Peters
Civil & Marine Division NANA
Construction, LLC
mpeters@nanaconstruction.com

If you are agreeable to the terms and conditions of this proposal, please sign below authorizing NANA to proceed

NANA Rep: _____

ATC Rep: _____

Signature: _____

Signature: _____

Date: _____

Date: _____

FY27 BUDGET

Property Services

Program Positions			FY25	FY26	FY27	FY27 adj	CHANGE: inc is +, dec is ()
1 FTE	Cert. Dir/Coordinator/Mgr		\$ -	\$ -	\$ -		\$ -
1 FTE	Class. Dir/Coordinator/Mgr		\$ 148,079.04	\$ 153,460.17	\$ 160,000.00	\$ 160,000.00	\$ -
1 FTE	Classified Support Staff		\$ 155,237.26	\$ 107,456.46	\$ 107,456.46	\$ 107,456.46	\$ -
6 FTE	Class-Maint		\$ 626,318.31	\$ 544,321.84	\$ 575,323.00	\$ 575,323.00	\$ -
	Classified Subs/Temps		\$ 350,000.00	\$ 350,000.00	\$ 300,000.00	\$ 250,000.00	\$ (50,000.00)
	Overtime		\$ 190,727.96	\$ 254,000.00	\$ 250,000.00	\$ 200,000.00	\$ (50,000.00)
	Leave Payoff		\$ 22,563.40	\$ 15,000.00	\$ 20,000.00	\$ 20,000.00	\$ -
	Non-Cert Extra Duty Pay		\$ 24,000.00	\$ -	\$ -	\$ -	\$ -
	Health Insurance		\$ 276,096.00	\$ 234,160.00	\$ 234,160.00	\$ 234,160.00	\$ -
	Unemployment		\$ 3,824.52	\$ 3,577.70	\$ 2,529.24	\$ 2,529.24	\$ -
	Workers Comp		\$ 15,427.07	\$ 8,178.61	\$ 5,058.48	\$ 5,058.48	\$ -
	FICA-Medicare		\$ 24,459.49	\$ 20,750.64	\$ 12,224.65	\$ 12,224.65	\$ -
	Retirement-TRS		\$ -	\$ -	\$ -	\$ -	\$ -
	Retirement-PERS		\$ 235,604.19	\$ 178,657.23	\$ 185,447.48	\$ 185,447.48	\$ -
			\$ 2,072,337.24	\$ 1,869,562.65	\$ 1,852,199.31	\$ 1,752,199.31	\$ (100,000.00)

Expenses

Professional & Technical Services			\$ 2,504,227.00	\$ 2,659,904.00			
			\$ 495,500.00	\$ 442,140.00			
total budgeted			\$ 2,999,727.00	\$ 3,102,044.00			
			\$ 2,511,226.44	\$ 2,659,904.08	\$ 2,766,300.24	\$ 2,766,300.24	\$ -
MOAs here	MOA - George Wayne Cowart		\$ 49,500.00	\$ 49,500.00	\$ 49,500.00	\$ 49,500.00	\$ -
	Door Systems of Alaska		\$ 50,000.00	\$ 50,000.00	\$ 50,000.00	\$ -	\$ (50,000.00)
	Rescon Alaska, LLC		\$ 150,000.00	\$ 95,000.00	\$ 195,000.00	\$ 195,000.00	\$ -
	AES Fire Radio Monitoring		\$ 2,640.00	\$ 2,640.00	\$ 3,500.00	\$ 3,500.00	\$ -
	NW Electric			\$ 55,000.00	\$ 55,000.00	\$ -	\$ (55,000.00)
	Refrigerated Solutions			\$ 80,000.00	\$ 165,000.00	\$ 165,000.00	\$ -
	Frontier Fire Protection		\$ 180,000.00	\$ 110,000.00	\$ 180,000.00	\$ 150,000.00	\$ (30,000.00)
	NC Machinery until we get a qualified diesel Mechanic				\$ 60,000.00	\$ -	\$ (60,000.00)
	Valley Mechanical Contracting, Inc. (back-up Plumbing help)				\$ 85,000.00	\$ -	\$ (85,000.00)
	Alaska Water Laboratories (Kivalina)				\$ 15,000.00	\$ 15,000.00	\$ -
	Engineering Services				\$ 50,000.00	\$ -	\$ (50,000.00)
	Training for Staff and BPOs				\$ 125,000.00	\$ -	\$ (125,000.00)
	T.O. Drake Construction (ATC and Noatak Lift Station 'CIP')				\$ 175,000.00	\$ -	\$ (175,000.00)
			\$ 2,943,386.44	\$ 3,102,044.08	\$ 3,974,300.24	\$ 3,344,300.24	\$ (630,000.00)
Staff Travel			\$ 120,000.00	\$ 120,000.00			
	Site Travel		\$ 120,000.00	\$ 120,000.00	\$ 120,000.00	\$ 120,000.00	\$ -
	BPO Training travel				\$ 65,000.00	\$ -	\$ (65,000.00)
			\$ 120,000.00	\$ 120,000.00	\$ 185,000.00	\$ 120,000.00	\$ (65,000.00)
Utilities							
Water & Sewage							
	ABL - Water & Sewage		\$ 23,040.00	\$ 23,040.00	\$ 23,040.00	\$ 23,040.00	\$ -

	BKC - Water & Sewage	\$ 37,900.00	\$ 37,900.00	\$ 37,900.00	\$ 37,900.00	\$ -
	DRG - Water & Sewage	\$ 30,522.00	\$ 30,522.00	\$ 30,522.00	\$ 30,522.00	\$ -
	IAN - Water & Sewage	\$ 27,000.00	\$ 27,000.00	\$ 27,000.00	\$ 27,000.00	\$ -
	KVL - Water & Sewage	\$ 46,000.00	\$ 46,000.00	\$ 46,000.00	\$ 46,000.00	\$ -
	OBU - Water & Sewage	\$ 18,000.00	\$ 18,000.00	\$ 18,000.00	\$ 18,000.00	\$ -
	WTK - Water & Sewage	\$ 75,500.00	\$ 75,500.00	\$ 75,500.00	\$ 75,500.00	\$ -
	ORV - Water & Sewage	\$ 45,000.00	\$ 45,000.00	\$ 45,000.00	\$ 45,000.00	\$ -
	SHG - Water & Sewage	\$ 28,500.00	\$ 28,500.00	\$ 28,500.00	\$ 28,500.00	\$ -
	WLK - Water & Sewage	\$ 72,000.00	\$ 72,000.00	\$ 72,000.00	\$ 72,000.00	\$ -
	JNES - Water & Sewage (FY23 \$40k total cost)	\$ 155,000.00	\$ 155,000.00	\$ 162,000.00	\$ 162,000.00	\$ -
	KMHS - Water & Sewage (FY23 \$35k total cost)	\$ 67,400.00	\$ 67,400.00	\$ 74,700.00	\$ 74,700.00	\$ -
T.O.	ATC - Water & Sewage (FY23 \$16k total cost)	\$ 34,500.00	\$ 34,500.00	\$ 34,500.00	\$ -	\$ (34,500.00)
	DO & Maint - Water & Sewage (FY23 \$13k total cost)	\$ 24,500.00	\$ 24,500.00	\$ 26,500.00	\$ 26,500.00	\$ -
		\$ 684,862.00	\$ 684,862.00	\$ 701,162.00	\$ 666,662.00	\$ (34,500.00)
	Garbage					
	BKC - Garbage	\$ 3,240.00	\$ 3,240.00	\$ 3,240.00	\$ 3,240.00	\$ -
	IAN - Garbage	\$ 5,100.00	\$ 5,100.00	\$ 5,100.00	\$ 5,100.00	\$ -
	OBU - Garbage	\$ -	\$ -	\$ -	\$ -	\$ -
	ORV - Garbage	\$ -	\$ -	\$ -	\$ -	\$ -
	SHG - Garbage	\$ -	\$ -	\$ -	\$ -	\$ -
	JNES - Garbage	\$ 28,500.00	\$ 28,500.00	\$ 28,500.00	\$ 28,500.00	\$ -
	KMHS - Garbage	\$ 19,300.00	\$ 19,300.00	\$ 19,300.00	\$ 19,300.00	\$ -
T.O.	ATC - Garbage	\$ 12,500.00	\$ 12,500.00	\$ 12,500.00	\$ -	\$ (12,500.00)
	DO & Maint - Garbage	\$ 9,800.00	\$ 9,800.00	\$ 10,400.00	\$ 10,400.00	\$ -
		\$ 78,440.00	\$ 78,440.00	\$ 79,040.00	\$ 66,540.00	\$ (12,500.00)
	Communications					
	ABL - Communications	\$ 3,800.00	\$ 3,800.00	\$ 3,800.00	\$ 3,800.00	\$ -
	BKC - Communications	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ -
	DRG - Communications	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	\$ -
	IAN - Communications	\$ 3,600.00	\$ 3,600.00	\$ 3,600.00	\$ 3,600.00	\$ -
	KVL - Communications	\$ 4,400.00	\$ 4,400.00	\$ 4,400.00	\$ 4,400.00	\$ -
	OBU - Communications	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ -
	WTK - Communications	\$ 3,600.00	\$ 3,600.00	\$ 3,600.00	\$ 3,600.00	\$ -
	ORV - Communications	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	\$ -
	SHG - Communications	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ -
	WLK - Communications	\$ 6,200.00	\$ 6,200.00	\$ 6,200.00	\$ 6,200.00	\$ -
	JNES - Communications	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00	\$ -
	KMHS - Communications	\$ 8,200.00	\$ 8,200.00	\$ 8,200.00	\$ 8,200.00	\$ -
T.O.	ATC - Communications	\$ 20,000.00	\$ 20,000.00	\$ 20,000.00	\$ -	\$ (20,000.00)
	DO & Maint - Communications	\$ 57,000.00	\$ 57,000.00	\$ 57,000.00	\$ 57,000.00	\$ -
		\$ 127,800.00	\$ 127,800.00	\$ 127,800.00	\$ 107,800.00	\$ (20,000.00)
	Electricity					
	ABL - Electricity	\$ 245,300.00	\$ 245,300.00	\$ 245,300.00	\$ 245,300.00	\$ -
	BKC - Electricity (FY23 \$100k increase)	\$ 235,500.00	\$ 235,500.00	\$ 255,500.00	\$ 255,500.00	\$ -
	DRG - Electricity	\$ 97,700.00	\$ 97,700.00	\$ 99,700.00	\$ 99,700.00	\$ -
	IAN - Electricity	\$ 169,000.00	\$ 169,000.00	\$ 169,000.00	\$ 169,000.00	\$ -
	KVL - Electricity	\$ 272,600.00	\$ 272,600.00	\$ 272,600.00	\$ 272,600.00	\$ -
	OBU - Electricity	\$ 125,500.00	\$ 125,500.00	\$ 145,500.00	\$ 145,500.00	\$ -
	WTK - Electricity (FY23 \$375k total cost)	\$ 920,000.00	\$ 920,000.00	\$ 860,000.00	\$ 860,000.00	\$ -
	ORV - Electricity	\$ 184,000.00	\$ 184,000.00	\$ 184,000.00	\$ 184,000.00	\$ -
	SHG - Electricity	\$ 148,000.00	\$ 148,000.00	\$ 148,000.00	\$ 148,000.00	\$ -

	WLK - Electricity (FY23 \$201k total cost)	\$ 254,000.00	\$ 254,000.00	\$ 254,000.00	\$ 254,000.00	\$ -
	JNES - Electricity	\$ 248,000.00	\$ 248,000.00	\$ 248,000.00	\$ 248,000.00	\$ -
	KMHS - Electricity (FY23 \$40k increase)	\$ 253,000.00	\$ 253,000.00	\$ 273,000.00	\$ 273,000.00	\$ -
T.O.	ATC - Electricity (FY23 \$30k increase)	\$ 112,000.00	\$ 112,000.00	\$ 136,000.00	\$ -	\$ (136,000.00)
	DO & Maint - Electricity	\$ 73,500.00	\$ 73,500.00	\$ 73,500.00	\$ 73,500.00	\$ -
		\$ 3,338,100.00	\$ 3,338,100.00	\$ 3,364,100.00	\$ 3,228,100.00	\$ (136,000.00)
	Heating Fuel					
	ABL - Heating Fuel	\$ 120,000.00	\$ 120,000.00	\$ 125,000.00	\$ 125,000.00	\$ -
	BKC - Heating Fuel	\$ 150,000.00	\$ 150,000.00	\$ 155,000.00	\$ 155,000.00	\$ -
	DRG - Heating Fuel	\$ 62,000.00	\$ 62,000.00	\$ 62,000.00	\$ 62,000.00	\$ -
	IAN - Heating Fuel	\$ 170,000.00	\$ 170,000.00	\$ 175,000.00	\$ 175,000.00	\$ -
	KVL - Heating Fuel	\$ 310,000.00	\$ 310,000.00	\$ 310,000.00	\$ 310,000.00	\$ -
	OBU - Heating Fuel (flown in FY26)	\$ 82,000.00	\$ 82,000.00	\$ 146,000.00	\$ 146,000.00	\$ -
	WTK - Heating Fuel (FY23 \$400k total cost) what is need +15%	\$ 660,000.00	\$ 660,000.00	\$ 810,000.00	\$ 710,000.00	\$ (100,000.00)
	ORV - Heating Fuel	\$ 260,000.00	\$ 260,000.00	\$ 275,000.00	\$ 275,000.00	\$ -
	SHG - Heating Fuel	\$ 130,000.00	\$ 130,000.00	\$ 165,000.00	\$ 165,000.00	\$ -
	WLK - Heating Fuel	\$ 210,000.00	\$ 210,000.00	\$ 205,000.00	\$ 205,000.00	\$ -
	JNES - Heating Fuel	\$ 93,500.00	\$ 93,500.00	\$ 93,500.00	\$ 93,500.00	\$ -
	KMHS - Heating Fuel	\$ 436,000.00	\$ 436,000.00	\$ 436,000.00	\$ 436,000.00	\$ -
T.O.	ATC - Heating Fuel	\$ 176,000.00	\$ 176,000.00	\$ 208,000.00	\$ -	\$ (208,000.00)
	DO & Maint - Heating Fuel	\$ 148,000.00	\$ 148,000.00	\$ 159,000.00	\$ 159,000.00	\$ -
		\$ 3,007,500.00	\$ 3,007,500.00	\$ 3,324,500.00	\$ 3,016,500.00	\$ (308,000.00)
		\$ 7,236,702.00	\$ 7,236,702.00	\$ 7,596,602.00	\$ 7,085,602.00	\$ (511,000.00)
	Other Purchased Services	\$ 5,263,906.00				
	Borough Rent	\$ 4,263,906.00	\$ 4,263,906.00	\$ 4,263,906.00	\$ 4,263,906.00	\$ -
	Combs Insurance	\$ 990,134.44	\$ 980,168.00	\$ 1,039,641.16	\$ 1,039,641.16	\$ -
		\$ 5,254,040.44	\$ 5,244,074.00	\$ 5,303,547.16	\$ 5,303,547.16	\$ -
	Supplies, Materials, Media	\$ 415,000.00				
	Spill response materials and freight.			\$ 250,000.00	\$ 100,000.00	\$ (150,000.00)
	Small Fuel Tank Replacement (what is priority replacement? 500gal tanks)			\$ 250,000.00	\$ 50,000.00	\$ (200,000.00)
	Supplies & Freight for preventative maintenance	\$ 380,000.00	\$ 465,348.00	\$ 820,000.00	\$ 650,000.00	\$ (170,000.00)
	Gas/Oil (FY23 \$32k total cost)	\$ 35,000.00	\$ 94,600.00	\$ 99,330.00	\$ 99,330.00	\$ -
		\$ 415,000.00	\$ 559,948.00	\$ 1,419,330.00	\$ 899,330.00	\$ (520,000.00)
	Other Expenses	\$ 45,000.00				
	Dues & Fees (SERRC)			\$ 30,000.00	\$ 30,000.00	\$ -
	Equipment	\$ 45,000.00	\$ 55,000.00	\$ 210,000.00	\$ 130,000.00	\$ (80,000.00)
		\$ 45,000.00	\$ 55,000.00	\$ 240,000.00	\$ 160,000.00	\$ (80,000.00)
	Non-Personnel Total	\$ 16,014,108.88	\$ 16,317,768.08	\$ 18,718,779.41	\$ 16,912,779.41	\$ (1,806,000.00)