

## Regular Board Meeting

Tuesday, April 14, 2020 5:30 PM

NES Library, 1057 E 5th Ave, Nome, Alaska 99762

### A. **Call to Order**

1. Pledge of Allegiance
2. Nome Public Schools Mission Statement
3. Roll Call
4. Approval of Agenda

### B. **Consent Agenda**

(Routine matter considered for approval as one motion. Any item can be pulled for separate consideration).

1. Approval of Minutes: Regular Meeting: March 10, 2020
2. Approval of March 2020 Disbursements

### C. **Awards and Presentations**

1. Introductions of Guests & Visitors
2. Presentation of Completed Strategic Plan

### D. **Opportunity for Public Comments on Agenda/Non-agenda Items**

(3 minutes per speaker, 30 minutes aggregate)

### E. **Superintendent Report**

1. FY21 Budget Draft #3

### F. **Information & Reports**

1. Principal Reports
2. Director Reports
3. Business Manager Report

### G. **Action Item**

1. Approval of Nome Education Association Certified Negotiated Agreement for FY21-FY23
2. Approval of Updated Six Year Capital Improvement Plan
3. Contract Offers for Exempt Classified Staff

### H. **Board and Superintendent's Comments & Committee Reports**

### I. **Upcoming Events:**

### J. **Adjournment**



## ***Our Mission***

We inspire and empower students to be culturally grounded responsible citizens who are deeply connected to our community and world.

## ***Our Vision***

Together, strong in identity, purpose, potential

## ***Board and Superintendent Guiding Principles***

- ✦ Works to ensure academic success for all students
- ✦ Works to promote positive community partnerships
- ✦ Provides leadership and support to ensure reading proficiency by 3rd Grade
- ✦ Supports the recruitment and retention of effective staff

## ***Board and Superintendent Goals***

- ✦ Provide the resources for the development and adoption of curriculum as per Board Policy (BP 6141).
- ✦ Support the integration of a student's culture in the curriculum within the context of the community through implementation of the Alaska standards for culturally responsive schools.
- ✦ Work to ensure all students feel connected to their peers and the adults in their schools by improving school climate.



# Nome Public Schools Strategic Plan

Created Spring 2020



Dear Nome Community Members,

On January 23-24, 2020 a group of community members and staff met to update the Nome Public School District Strategic Plan with the help of outside facilitators from the Association of Alaska School Boards.

Members of the planning team worked together to review district wide information and identified the critical issues facing the Nome Public School District. Building on the strengths of our community and schools, the planning team reviewed the mission and vision statements as well as goals and objectives. In January, an Action Team was appointed and they will continue to work on strategies and actions.

The planning process was truly a collaborative effort and we sincerely appreciate everyone who contributed to the success of the update.

Sincerely,  
Brandy Arrington, Board President  
and Jamie Burgess Superintendent

**Strategic Plan**  
**2020-2025**



# NOME S W O T ANALYSIS JANUARY 2020

## STRENGTHS

- Community support and partners
- Student Focused
- Dedicated staff
- Nurturing environment
- Extra-curricular activities
- Fiscally responsible
- Inclusive
- Know our Strengths and Weaknesses

## WEAKNESSES

- Financial Needs, lack of state funding
- Staff support and lots of staff turnover
- Engagement
- Student achievement
- Student needs and SEL
- Post-Secondary life skills
- Culture and curriculum relevance
- Teacher prep and prof. development

## OPPORTUNITIES

- Parent and family engagement
- After school connections
- Staff retention, connection and development
- Support organizations
- Cultural connections
- Pathways for development / Post-Secondary options / Cultural bearers

## THREATS

- Institutional racism
- Perceptions
- Attitudes/behaviors and toxicity
- Staffing and employment issues
- Systems
- Loss of language and culture
- Academic underachievement

## VISION:

Together, strong in  
identity, purpose and  
potential

## ASPIRATIONS\*

1. Students are prepared and empowered to find their purpose and pathway
2. Educational experiences respectfully integrate Indigenous identity
3. Students and families are positively connected to school, community and culture
4. Retention of effective administrators, educators and staff
5. Educational system that excites students to reach their learning potential

\*Superintendent and team will now develop goals/objectives/strategies and activities to make these aspirations realized.

## INUPLAQ VALUES

- Knowledge of Language
- Respect for others
- Sharing
- Cooperation
- Humility
- Respect for Elders
- Love for Children
- Hard Work
- Resolve Conflict
- Respect for Nature
- Domestic Skills
- Spirituality
- Humor
- Family Roles
- Hunter Success
- Responsibility to Community
- Knowledge of Family Tree

## MISSION:

We inspire and empower  
students to be culturally  
grounded, responsible  
citizens, who are deeply  
connected to our  
community and world



## MEMBERS OF THE COMMITTEE:

Molly Kenick, Rhonda Schneider, Doug Walrath, Kelly Bogart, Darlene Trigg, Ukallaysaaq Okleasik, Niaomi Brunette, Jamie Burgess, Lisa Leeper, Teriscovkya Smith, Kacey Miller, Phyllis Walluk, Jim Shreve, Yaayuk Alvanna-Stimpfle, Kathy Lyon, Nancy Mendenhall





# Strategic Plan Goals & Objectives

Created Spring 2020

*Students are prepared and empowered to find their purpose and pathway*

**Goal 1:** Students are prepared for the post-secondary pathway of their choice

## Objective 1.1

All students have an opportunity to explore a variety of post-secondary options (college, career, military, subsistence, etc.) *SEF 3-9*

Strategies and Actions	Key Indicators or Measurement	Time Frame	Who is Responsible
1.1.1 Provide opportunities at all grade levels for students to develop post-secondary plans and goals.	% of students participating in a post-secondary goal-setting session with a staff member	Ongoing, review/report at least annually	Teachers Counselors Site Administrators
1.1.2 Provide focused post-secondary preparation opportunities for students.	Participation data in courses, internships/job shadowing, site visits/field trips, employer presentations, etc.	Ongoing, review/report at least annually	Teachers Site Administrators



## Objective 1.2

Students develop learning goals and are able to measure their own progress against those goals *SEF 3-11, 3-8*

Strategies and Actions	Key Indicators	Time Frame	Who is Responsible
1.2.1 Students make and reflect on goals that are tied to academic achievement and/or personal growth	% of students utilizing goal setting tools: i.e. MAP Goal Setting, Form of Portfolio AKCIS Goals	Review/Report Annually	Site Administrators Classroom Teachers Counselors College and Career Counselor

## Objective 1.3

Students are able to demonstrate high levels of achievement on a variety of assessments (local, state, national) *SEF 3-7, 3-8*

Strategies and Actions	Key Indicators	Time frame	Who is Responsible
1.3.1 Improvement of instruction through increased student engagement, use of effective instructional strategies, and local knowledge	MAP, BAS, Amplify, Common Formative Assessments, PEAKS, ACT/SAT, CBMs, frequency of Kagan structures	Review at end of each quarter	District Leadership Building Administration Intervention Specialists SPED Department Classroom Teachers Paraprofessionals
1.3.2 Implementation of early and effective intervention plan, based on comprehensive assessment data	Completion of a site-based RTI Plan; Student progress on assessments selected in RTI Framework for student	RTI Plan - complete by end of FY21  Student Progress - reviewed at intervals in RTI plan	District Leadership Building Administration Intervention Specialists SPED Department Classroom Teachers Paraprofessionals

*Educational experiences respectfully integrate local and indigenous identity.*

**GOAL 2:** Programs, courses and instruction reflect and incorporate local and indigenous identity

### Objective 2.1

Implement programs and practices that support indigenous language revitalization

Strategies and Actions	Key Indicators	Time Frame	Who is Responsible
2.1.1 Dual Enrollment Inupiaq Language Classes	Number of student participants	End of each semester	NWC or NBHS Language Teacher NBHS Administration
2.1.2 Integrate local indigenous languages	Signage, announcements, conversational expressions or phrases, and lessons used by staff and students school wide	Review/Report Annually	District Leadership Building Administration Classroom Teachers Paraprofessionals
2.1.3 Implement and grow Inupiaq Immersion Program	# of students enrolled, # grade levels served	Kindergarten - FY21	Superintendent Federal Programs NES Administrators Classroom Teacher Paraprofessionals

## Objective 2.2

Explicitly incorporate local knowledge in curriculum and classroom instruction

*SEF 4-3, 4-4, 2-1a, 2-2, 2-3, 3-4*

Strategies and Actions	Key Indicators	Time Frame	Who is Responsible
2.2.1 Recognize and utilize local expertise. Incorporate local culture, heritage and traditional values into instruction.	Resource (library) Guide usage Lesson Plans Visitors Logs Usage of Community Expert List Published Photos	Annual Review/Report	Superintendent Federal Programs Community Partners Cultural Studies Teachers
2.2.2 Develop and regularly update a library of cultural resources, books, websites, etc. for instruction.	Review of compiled materials	Annual Review/Report	District Leadership School Library Staff Cultural Studies Teachers Community Partners Classroom Teachers
2.2.3 Develop curriculum maps and pacing guides which integrate place-based learning, elder/community instruction, and local knowledge	Completion of Maps/Guides; Regular Revision	Annual Review/Report	District Leadership Classroom Teachers Community Partners Cultural Studies Teacher
2.2.4 Staff participate regularly in cultural awareness opportunities and all new teachers participate in a cultural orientation.	Transcripts Sign In Logs	Annual Review/Report	District Leadership Site Administration Community Partners

*Students and families are positively connected to school, community and culture*

**GOAL 3:** Students and Families will be positively connected to their school, their community and their culture.

### Objective 3.1

Increase parent and community engagement in each school

*SEF 4-3, 4-4, 4-5*

Strategies and Actions	Key Indicators	Time Frame	Who is Responsible
3.1.1 Host regular family events in the school focused around students' sharing work and/or local knowledge spotlight with activities for students and families	# of Scheduled events and # of attendees	Ongoing; review/report annually	District Leadership Site Administration School Library Staff Cultural Studies Teachers Community Partners Classroom Teachers Families?
3.1.2 Partner with regional Native Corporations and other Community organizations to increase ongoing volunteer involvement at each site.	Number of events in the classroom, Number of invitations issued from Community Expert List, # of Volunteers: Sign In Logs Recognition of volunteerism	Ongoing; review/report annually	District Leadership Site Administration School Library Staff Cultural Studies Teachers Community Partners Classroom Teachers

## Objective 3.2

### Improve School Climate *SEF 3-5*

Strategies and Actions	Key Indicators	Time Frame	Who is Responsible
3.2.1 Implement restorative discipline practices	Disciplinary Data, including ISS/OSS	Annual Review/Report	Teachers Site Administrators
3.2.2 Utilize evidence-based strategies to support social emotional learning of students	Cooperative Learning Practices (observed); School Climate & Connectedness Survey; Disciplinary Data	Annual Review/Report	Teachers Site Administrators District Administration
3.3.3 Regular positive communication between teachers and families	Staff contact logs Testimonials	Review/Report at least once a semester	Teachers Site Administrators

*Retention of effective administrators, educators and staff*

**GOAL 4:** Recruit, Support and Retain Effective Administrators, Teachers and Staff

**Objective 4.1**

Implement New Staff Mentoring Program

*SEF 2-5, 5-4, 5-5*

<b>Strategies and Actions</b>	<b>Key Indicators</b>	<b>Time Frame</b>	<b>Who is Responsible</b>
4.1.1 Work with community partners to provide regular events for new teachers	# of events and teacher participation	Begin Fall 2020; annual review/report	District Administration Site Administration Community Partners
4.1.2 Develop a formal “Adopt A New Teacher” Program to develop professional and personal connections in Nome	Teacher Mentorship Community Mentorship Community Activity Opportunities	Summer 2020 planning, implementation Fall 2020, annual review/revise	District Administration Site Administration Community Partners

**Objective 4.2**

Professional Development Plans & Support

*SEF 2-5*

<b>Strategies and Actions</b>	<b>Key Indicators</b>	<b>Time Frame</b>	<b>Who is Responsible</b>
4.2.1 Provide all staff Professional Development opportunities to further their professional careers; include opportunities for staff input and choice	Site & District Professional Development Plans; Participation in District provided Professional Development Staff Interest/ Follow-up Surveys	Ongoing; annual review/report	Site Administration District Administration

## Objective 4.3

### Support a “Grow Your Own Teachers” Program

**SEF 2-5**

<b>Strategies and Actions</b>	<b>Key Indicators</b>	<b>Time Frame</b>	<b>Who is Responsible</b>
4.3.1 Support future teachers programs/classes including student opportunities to be in the classroom as a teacher aide	List of Programs/Classes Number of Participants	Ongoing; annual review/report	High School Administration Elementary School Administration District Leadership
4.3.2 Actively support state programs or legislation which supports development of new teachers (scholarships, loan forgiveness programs, alternative pathways, etc.)	Emails/Phone Call Logs to Legislators and Lobbyists	Ongoing; annual review/report	Community Partners District Leadership
4.3.3 Highlight/celebrate home-grown teachers and those making progress towards becoming educators	Posters, Public Recognition	Ongoing	Community Partners District Leadership



*Educational system that excites students to reach their learning potential*

**GOAL 5:** Provide a variety of learning experiences that engage students and meet their individual needs

### **Objective 5.1**

Offer a variety of courses and instructional experiences which incorporate student choice and meet student needs *SEF 3-8, 3-9, 3-10*

<b>Strategies and Actions</b>	<b>Key Indicators</b>	<b>Time Frame</b>	<b>Who is Responsible</b>
5.1.1 Provide a rich variety of course offerings/electives at all levels allowing for student input	Advanced/honors/AP courses, Dual credit courses, Online courses, CTE courses, Variety of electives, Participation numbers	Ongoing; Annual Review/Report	Site Administrators Counselors Teachers

### **Objective 5.2**

Provide a variety of extra-curricular opportunities at all levels *SEF 5-1*

<b>Strategies and Actions</b>	<b>Key Indicators</b>	<b>Time Frame</b>	<b>Who is Responsible</b>
5.2.1 Offer robust after school and extracurricular programming at all sites	After school classes/clubs & Student Participation; # of culturally-oriented classes/clubs offered	Ongoing; Annual Review/Report	District Leadership Site Administration Community Partners Federal Programs

## Objective 5.3

### Integrate technology as a learning and instructional tool *SEF 3-10, 5-1*

5.3.1 Provide teacher professional development on technology integration	District PD plans; Site PD plans	Ongoing; Annual Review	Site Administration District Administration Teacher Leaders Technology Integration Staff
5.3.2 Students use technology regularly to produce novel work	Student work samples; Showcase of work	Ongoing; Annual Review	District Leadership Site Administration Classroom Teachers
5.3.3 Provide instruction on digital citizenship & literacy	Lesson plans; Sample Activities	Ongoing; Annual Review	District Leadership Site Administration Classroom Teachers Community Partners



Nome Public Schools  
Superintendent Report  
Jamie Burgess  
April 14, 2020

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I would like to preface my report this month by thanking my amazing leadership team, along with all of our teachers and classified staff, for their response to the shutdown of our schools. My principals and directors immediately stepped up to the task of planning for what instruction should look like, how to communicate with and support staff, parents and students alike, and have maintained an attitude of positivity and determination in the face of adversity. Each of them will provide details of their work in their reports to the Board, but should be recognized for their efforts. After these first few weeks of the fourth quarter, families have been contacted several times regarding the health and well-being of students, provided with free meals, and informed about options for internet and device access. Students have received academic work through paper packets or internet delivery, and teachers are providing feedback and adjusting work to meet the needs of every student. I cannot overstate how proud I am to be a part of this District, where every staff member has demonstrated that children truly come first.

1. Continuation of food services to the community was our first priority once the shutdown was announced, and has evolved rapidly in response to a variety of available waivers coming down from the state and federal level, allowing the District to make changes to the usual requirements for our breakfast and lunch program. The District chose to rollout meal distribution by utilizing the current bus routes, in order to continue to pay our bus partner. In addition, to meet the needs of families under quarantine, experiencing illness of a child or parent/guardian, or whose mobility needs preclude coming to the bus stops, we added a home delivery option. The District has switched over to the National Summer Lunch Program, which provides more flexibility in methods of distribution, what must be included in meals, and a higher reimbursement rate. We recently received a waiver to allow us to provide meals to all children under the ages of 18.

The district is providing two meals (breakfast and lunch) in each distributed bag, and has a team of six staff members handling the food distribution each day, with additional staff members assisting in food preparation in the kitchen throughout the day. The first day of delivery, 141 meal bags were distributed, with an average of 178 bags for the week. The second week averaged 198 meal bags, and numbers are now in the 230 range with the addition of children younger than kindergarten age. We are now in the process of adding weekend meals to the program, which will allow us to hand out meals for Saturday and Sunday on Fridays. We anticipate numbers will continue to rise as more families decide to take advantage of the program.

2. The District has kept in close contact with the City and our community partners during the evolving COVID-10 Response. Staff returned to the buildings on March 23<sup>rd</sup> (except for those quarantined due to travel), but met virtually while staying in their classrooms. Once initial plans and expectations were discussed and put into action, the majority of NPS staff members transitioned quickly to working primarily from home. At this point in time, the school buildings have extremely limited hours and are generally closed to the public except by appointment, or for



Nome Public Schools  
Superintendent Report  
Jamie Burgess  
April 14, 2020

very specific hours for pick up or drop off of student materials. We are following CDC requirements closely with regards to social distancing, sanitation of surfaces, appropriate handling of potentially infectious materials such as paper packets, computers, etc. We do have staff members dropping off and picking up packets door to door, and some members of the public coming in to get materials; however, staff are using Personal Protective Equipment and social distancing to protect themselves and members of the public.

I am participating in regular meetings with the Commissioner of Education and Superintendents from around the state, as well as meetings with the members of the local Unified Command team, in order to stay well-informed on developments at the state and local level. I also meet virtually with the leadership team and principals at least once a week.

At this time we have not been notified that school will be closed through the remainder of the year; however, we are aware this may be a possibility, and will keep everyone updated as far as any decision. School closure is likely helping mitigate any spread in our community, and we are prepared to continue to deliver instruction through the end of the year if needed.

3. NMS Food Services held a Chef Day on March 5<sup>th</sup> and 6<sup>th</sup> featuring our Regional Executive Chef Brad Harris. Chef Day provides a spotlight on using local and state sourced foods, as well as introducing interested students to careers in the Culinary Arts. Please see the attached report for more details as well as some great pictures of NPS students!

4. Attached to this report is the third draft of the FY21 Budget. The final draft of the budget will be presented at the April Board Meeting. The Governor signed the budget presented by the Legislature, but vetoed the additional \$30M one-time appropriation, so we are essentially flat-funded for FY21. His press statement did state he believed that the \$30M would be funded through federal COVID-19 funding, but that has not been confirmed, and we will await further information. If not received prior to the April 28<sup>th</sup> Board meeting, any additional funding will be adjusted in our first FY21 budget revision.

Some adjustments due to the needs of our special education students are reflected in the current draft of the budget. We appreciate the efforts of our IT Director, Jim Shreve, who has developed some creative ideas to save the district money by extending the life of devices, which will reduce some of the pressure on our Capital Improvement Project fund.

# Chef Day



**Nome Public School  
March 2020**



Chef Day is a program designed by NMS to provide the students of partner schools with a special lunch event hosted by the NMS executive culinary team. On March 5th and 6th, Regional Executive Chef Brad Harris gathered his culinary team and volunteer students to prepare and serve a fantastic, locally sourced lunch for students at Nome area schools.

The first step to a successful Chef Day is a carefully crafted menu designed to maximize the use of local ingredients. Chef Brad has worked over the years to create a vast database of Alaska food sources, and that is where he looked to start the Nome Chef Day menu. Using local food resources is just as important in northern Alaska as it is in sunny Florida – and knowing what our state can produce and where to find it is what makes a menu like this possible. But NMS doesn't only source local for special events, all the NMS nutrition programs aim to use local foods whenever possible in the K-12 nutrition programs.



For the Nome Jr./Sr. High School, Chef Brad created Blackened Cod Rolled Tacos with cod sourced in the Bering Sea. The tacos, topped with a citrus-marinated carrots slaw (with carrots grown year-round in Palmer) and lastly, to finish the taco - a blueberry, lime and cherry tomato salsa. The chef was even able to use blueberries found right there in Nome. On the side: Spanish Barley Rice with Chorizo Pork Sausage and Reindeer - the barley, chorizo and reindeer are products from South-central Alaska.



**3 DAYS  
600 LBS OF FOOD  
475 MEALS**

The Elementary school received an equally exciting menu - Homemade Alaska Halibut Fish Sticks with Roasted Fiesta Potatoes and Talkeetna Birch Syrup glazed carrots. While familiar to the students - this menu was a special treat. The potatoes and carrots came from southcentral Alaska as did the Talkeetna Birch Syrup which provided a unique flavor to typical glazed carrots. Chef even found local Alaska pickles to create his tartar sauce!

To serve the 475 students and faculty in the Nome schools, Chef Brad collected roughly 600 pounds of food and took three days to

**“They loved the fish and chips and the fact that they were eating Alaskan seafood.” Chef Brad.**

prepare with the team at Nome Public Schools, Terri Ami, and Monica Polacca; they were ready!

One of the most fun parts of Chef Day is the student involvement. Select students are chosen to act as “kitchen helpers” and take part in preparing and serving this special menu for their peers. NMS takes this opportunity to teach students food safety and customer service skills and how to act as professionals on the food serving line. In Nome, we had nine helpers that assisted the crew for those two lunches. These students also assisted their peers by talking with them about the menu offerings and where in the state the ingredients came from.



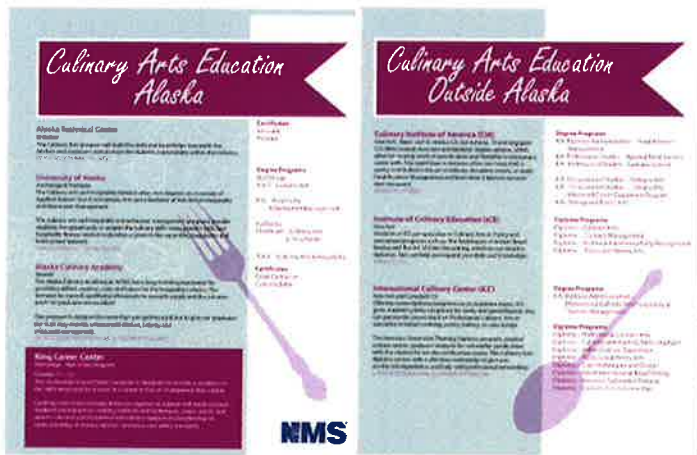
**“THIS LUNCH  
WAS AMAZING!  
SO MANY  
DIFFERENT FLAVORS!”**





Along with the great food, and customer service and culinary training, NMS also educates the students on possible futures careers in the culinary industry. As one of the largest providers of industrial food service in Alaska and with operations in the contiguous United States, NMS has a myriad of opportunities for students with a interest in working in the culinary arts.

NMS feels it is important to share with students how they can get the training they need through both formal education on the job training. From bakers and chefs to managers and dietitians these job skills are always in demand and provide an opportunity for students to go out into the world, or to bring their skills back to their hometowns.



# NOME PUBLIC SCHOOLS



## Draft Budget

*For April 14, 2020 Board Meeting  
3<sup>rd</sup> Presentation*

## FY 2021

Mrs. Brandy Arrington, President  
Dr. Barb Amarok, Vice-President  
Mrs. Sandra Martinson, Treasurer  
Mrs. Nancy Mendenhall  
Ms. Darlene Trigg

### ***Mission***

*We inspire and empower students to be culturally grounded responsible citizens who are deeply connected to our community and world.*



April 7, 2020

Members of the Board of Education  
Nome Public Schools  
Nome, Alaska 99762

The Nome Public Schools (District) is pleased to present you with the budget for the fiscal year 2021. The budget document is the primary document that communicates the District's plans for spending in the ensuing fiscal year, and it also details its organizational goals and objectives in monetary terms. The District is required to prepare and approve a balanced budget and submit it to the City of Nome by May 1<sup>st</sup> and to the Department of Education & Early Development by July 15<sup>th</sup> each year. A balanced budget is defined as revenue budgeted at least the same as, or more than, the budgeted expenditures or use of fund balance.

In presenting the FY2021 Budget document, we may discuss the instructional, operational, and financial plans in an open forum. We believe community interaction and input between stakeholders leads to improvements benefiting the education of children at Nome Public Schools. The administration of Nome Public Schools has reviewed and discussed its plan for the FY2021 school year in terms of what can be accomplished within the bounds of a balanced budget.

Budget development and analysis is always a work in progress. Changes will occur in FY2021 when salaries, benefits, and foundation funding are finalized.

## Organizational Component

The City of Nome was incorporated in 1901 as a first-class city under the laws of the Territory of Alaska. The City operates under council-manager form of government and performs municipal duties allowed by Alaska Statutes and as directed by its residents.

The Nome Public Schools is a component unit of the City of Nome and is organized under Title 29.42.030 of Alaska Statutes as amended. The City has delegated the administrative responsibility for these functions to the Nome Public Schools Board of Education. The School Board is governed by a five-member school board with members elected by district and complemented by a non-voting student representative.

## Budget Process

**Alaska Statute 14.14.065. Relationship between city school district and city.** The relationships between the school board of a city school district and the city council and executive

or administrator are governed in the same manner as provided in AS 14.14.060. AS 14.14.060 (c) states “except as otherwise provided by municipal ordinance, the borough school board shall submit the school budget for the following year to the borough assembly by May 1 for approval of the total amount. Within 30 days after receipt of the budget the assembly shall determine the total amount of money to be made available from local sources for school purposes and shall furnish the school board with a statement of the sum to be made available. If the assembly does not, within 30 days, furnish the school board with a statement of the sum to be made available, the amount requested in the budget is automatically approved. Except as otherwise provided by municipal ordinance, by June 30, the assembly shall appropriate the amount to be made available from local sources from money available for the purpose.

The District’s School Board approves a budget timeline which includes opportunities for presentation to the public. Below is the FY2021 budget timeline.

#### FY 2021 BUDGET PROCESS AND TIMELINE

##### **Budget Process, Timeline, Revenue Presentation, Board Sets Education & Fiscal Priorities For the District in Accordance with their Strategic Plan**

*BP 3100 - BUDGET – The district budget shall be prepared annually from the best possible estimates of revenues and expenditures. The Superintendent or designee shall determine the manner in which the budget shall be prepared and shall schedule the budget adoption process in accordance with legal time requirements. A public hearing shall be held prior to the adoption of the budget or a revised budget.*

**FY 2021 1st Draft Budget presented to the Board at regular meeting**  
January 14, 2020

**FY 2021 2nd Draft presented to the Board at regular meeting**  
March 10, 2020

**FY 2021 3rd Draft/Final Budget presented to the Board at regular meeting**  
April 14, 2020

**FY 2021 Budget Adoption at special session**  
April 28, 2020

## General Fund Revenues and Expenditures

Below are the assumptions used to develop the budget.

### *Revenue Budget*

We have developed this budget based on assumptions about legislative funding for FY2021. This budget assumes that we will be flat funded at \$5,930 per base student allocation (BSA) with no cuts to Basic Need or any part of the foundation formula itself. We are budgeting for a \$3M City of Nome appropriation.

In the State of Alaska, the number of students enrolled in a district during the 20-day count period is the basis for computing the Average Daily Membership (ADM) that is used to calculate the amount of state funding provided to each district.

Revenue projection of \$13,976,389:

- ❖ Enrollment projected at 690 students

- ❖ Intensive students (13 x's the BSA of \$5,930) – **13** projected
- ❖ ISER Area Cost Differential of 1.45
- ❖ Career & Technical Education (CTE) Factor – 1.015
- ❖ Special Needs Factor – 1.20
- ❖ Base Student Allocation (BSA) - \$5,930
- ❖ 90% of the BSA for Correspondence students – 15 projected
- ❖ TRS On-Behalf and PERS On-Behalf – zero net effect against on-behalf expenditures
- ❖ City appropriation is budgeted at \$3,000,000
- ❖ Impact Aid estimated at \$80,000
- ❖ E-rate estimated with 90% discount rate on internet bills - \$598,647
- ❖ Other Revenues projected at \$310,000 (includes dorm rent, local contributions, gate fees)
- ❖ Utilize unreserved fund balance - \$330,546

## *Expenditure Budget*

Below are the expenditure highlights and other considerations for FY2021. This budget includes:

- ❖ Annual step increases & increased teacher salary schedule.
- ❖ An 8% increase to health insurance in anticipation of rising premiums.
- ❖ Increased Special Education teachers by 0.5 FTE and Special Education paraprofessionals by 1.0 FTE after needs analyzed by Administration.
- ❖ Increased ACSA regular instruction teaching staff by 0.5 FTE (50% reg inst; 50% SpEd).
- ❖ Eliminated College & Career Guide position at NBHS.
- ❖ Other employer-paid benefits remain status quo – 22% for PERS & 12.56% for TRS.
- ❖ Staffing based on a combination of needs-based and overall monetary availability.
- ❖ Administrative salary schedule update to reflect a steady step increase from year-to-year as opposed to the previous step increases of haphazard amounts.
- ❖ Site supply budgets decreased and may need an increase in FY2022.

## Nome Elementary School

Retained same staffing levels as FY20, with the exception of moving 6<sup>th</sup> grade to NBHS site.

### *Function 100 – Regular Instruction*

- ❖ Decreased Substitute days commensurate with next year's anticipated 1 FTE teacher being available (had extenuating circumstances in FY20 causing the need for a long-term substitute, thus the higher sub budget in FY20).
- ❖ Reduced travel relocation budget in anticipation of less turnover.
- ❖ Supplies, Textbooks, and Other Expenses reduced.

## Anvil City Science Academy

Added 0.50 FTE regular instruction teacher and 0.50 FTE special education instruction teacher, and freed up more preparation periods for Principal/Teacher position.

### *Function 100 – Regular Instruction*

- ❖ Increased salary and benefits.

### *Function 160 – Vocational Education*

- ❖ Reduced supply budget.

## Nome-Beltz High School

Increased staffing by 1 FTE in the Special Education department.

### *Function 100 – Regular Instruction*

- ❖ Reduced Other Purchased Services budget – FY20 contained large chemical disposal purchase.
- ❖ Reduced Supplies budget.

### *Function 200- Special Education*

- ❖ Increased Special Education paraprofessionals by 1 FTE (from 7 to 8).
- ❖ Large health/life insurance budget increase due to current salary staffing coverage levels; budgeted for vacant positions at highest coverage level.

## Districtwide

### *Function 220 – Special Education Instruction – Support Services*

- ❖ Reduced Relocation Reimbursement and Staff Travel to \$0.

### *Function 350 – Support Services-Instruction*

- ❖ Reduced DW Professional Development, Other Purchased Services, Supplies, and Educational Reimbursement (Other Expenses).

### *Function 351 – Support Services-Technology*

- ❖ Overall increase to Supplies for cycling in of staff and student devices (chromebooks, etc.).

### *Function 354 – Inservice Training*

- ❖ Decreased In-Service Training budget.

### *Function 510 – Office of the Superintendent*

- ❖ Reduced Transportation Allowance, Professional & Technical, Legal, and Supplies budgets.

### *Function 511 – Board of Education*

- ❖ Reduced Professional & Technical and Equipment budgets.

### *Function 600 – Operations & Maintenance*

- ❖ Decreased Other Purchased Services (had increased budget in FY20 in March of 2020 due to many repairs needed).
- ❖ Increased Property Insurance budget.

### *Function 900 – Transfer of Funds*

- ❖ Transfer to Food Service and Pupil Transportation remains status quo.
- ❖ Transfer of \$250,000 to CIP for upcoming major maintenance, including \$67,700 technology bills coming due in FY21.

We thank you for your consideration of the FY2021 budget.

Sincerely,

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Jamie Burgess  
Superintendent

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Genevieve Hollins  
Contracted CFO



# NOME PUBLIC SCHOOLS

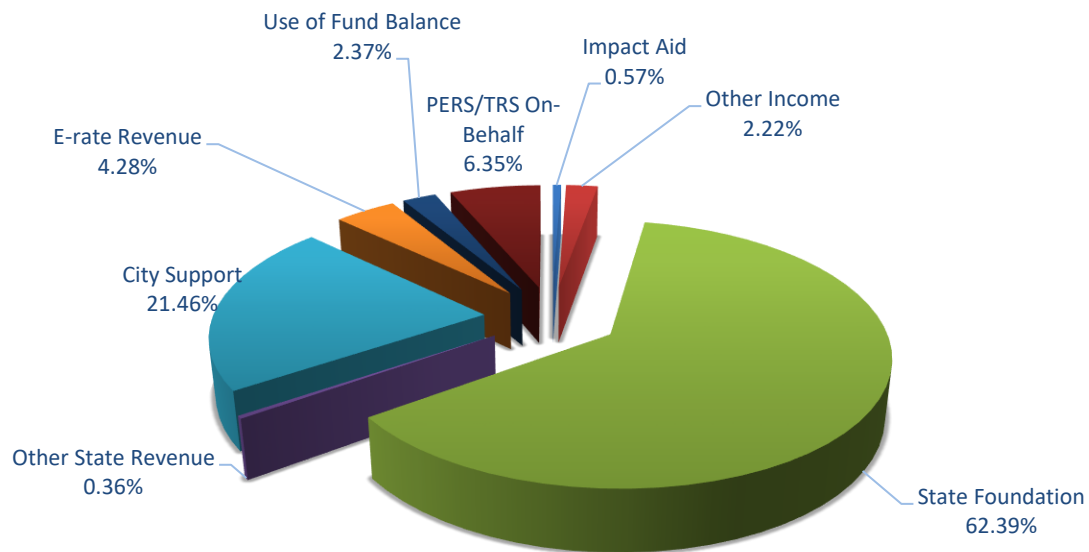
## Revenue Budget

	FY2020 Budget	FY2021 Budget	Change
<i>Enrollment Projection</i>	<i>698.15+15IN</i>	<i>690+13IN</i>	<i>-8.15-2IN</i>
	<i>15.25 corresp</i>	<i>15 corresp</i>	<i>-0.25 corresp</i>
<b>FUND 100: General Operating Fund</b>			
City Appropriation	\$ 3,000,000	\$ 3,000,000	\$ -
State of Alaska Foundation	8,930,727	8,719,351	(211,376)
One-Time Additional State Foundation "Grant"	199,123	-	(199,123)
Other State Revenue (TRS)	732,031	763,728	31,697
Other State Revenue (PERS)	96,990 #	124,117	27,127
Other State Revenue (PERS DC Forfeiture) <sup>1</sup>	93,000	50,000	(43,000)
Impact Aid (Federal)	50,000	80,000	30,000
E-rate Revenue (Federal)	598,647	598,647	-
Other Revenue (Fees/Gate/Rental)	405,587	310,000	(95,587)
Use of (Addition to) Fund Balance	(137,324)	330,546	467,870
<b>FUND TOTAL</b>	<b>\$ 13,968,781</b>	<b>\$ 13,976,389</b>	<b>\$ 7,608</b>
 <b>TOTAL GENERAL FUND REVENUE</b>	 <b>\$ 13,968,781</b>	 <b>\$ 13,976,389</b>	 <b>\$ 7,608</b>

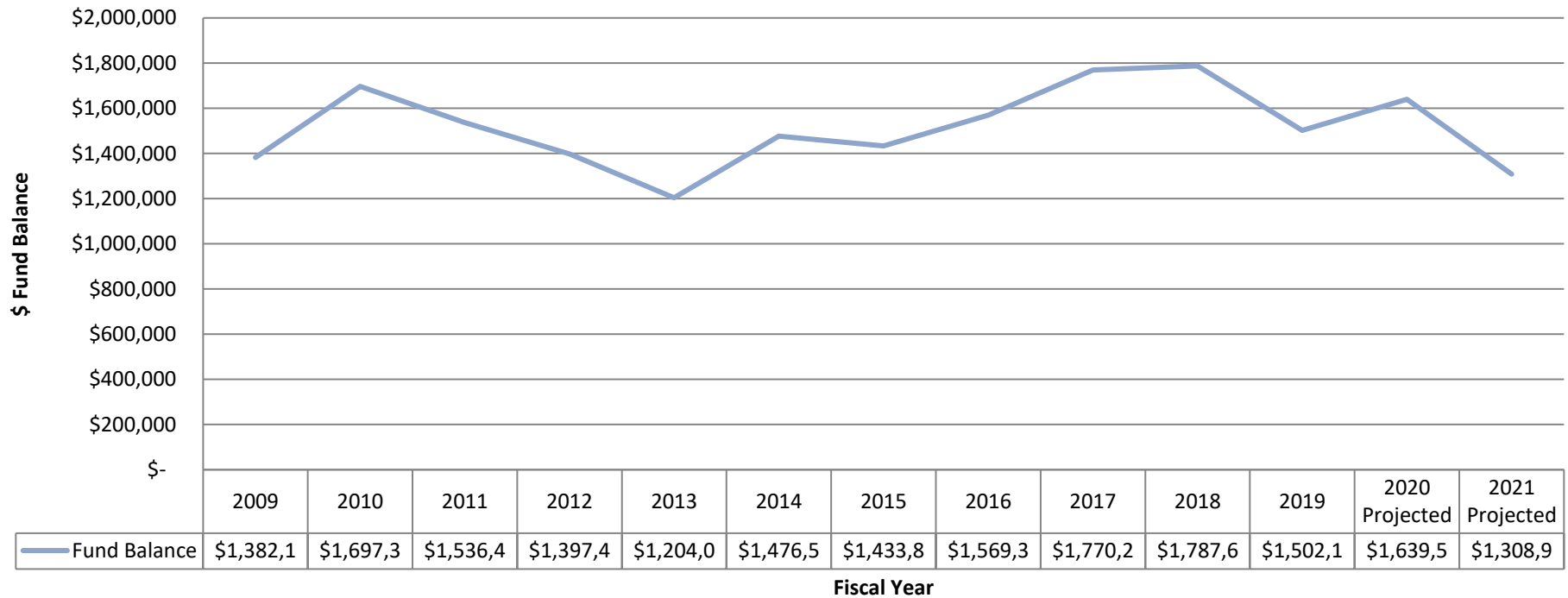
<sup>1</sup> The actual PERS DC Forfeiture used by fiscal year end will offset (decrease) PERS expenses throughout budgets and will not be recorded as Revenue.



## NOME PUBLIC SCHOOLS Revenues by Source FY 2021



## Fund Balance History FY2009 - FY2021 Projected



Projected Total Fund Balance - School Operating Fund (General Fund 100) at June 30, 2021	\$ 1,308,975
Less Exemptions per 4 AAC 09.160(a)	
Inventory (Fuel)	\$ 55,000
Prepaid Items (Liab Insurance, other)	\$ 250,000
Federal Impact Aid Received	\$ 80,000
<b>Fund Balance Subject to 10% Limitation</b>	<b>\$ 923,975</b>

Nonexempt fund balance as a percentage of current year expenditures:

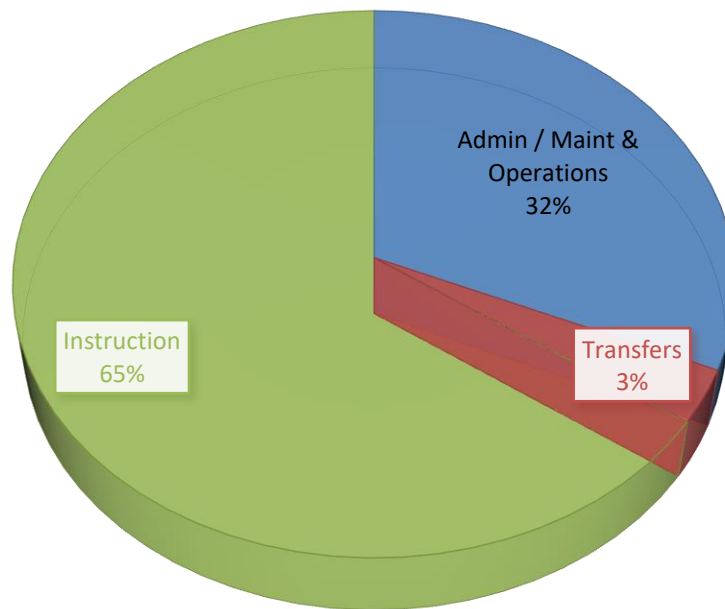
Fund Balance Subject to Limitation	\$ 923,975		
Current Year Expenditures	\$ 13,536,389	=	6.83%

**NOME PUBLIC SCHOOLS**  
**Expenditure Summary by Function**

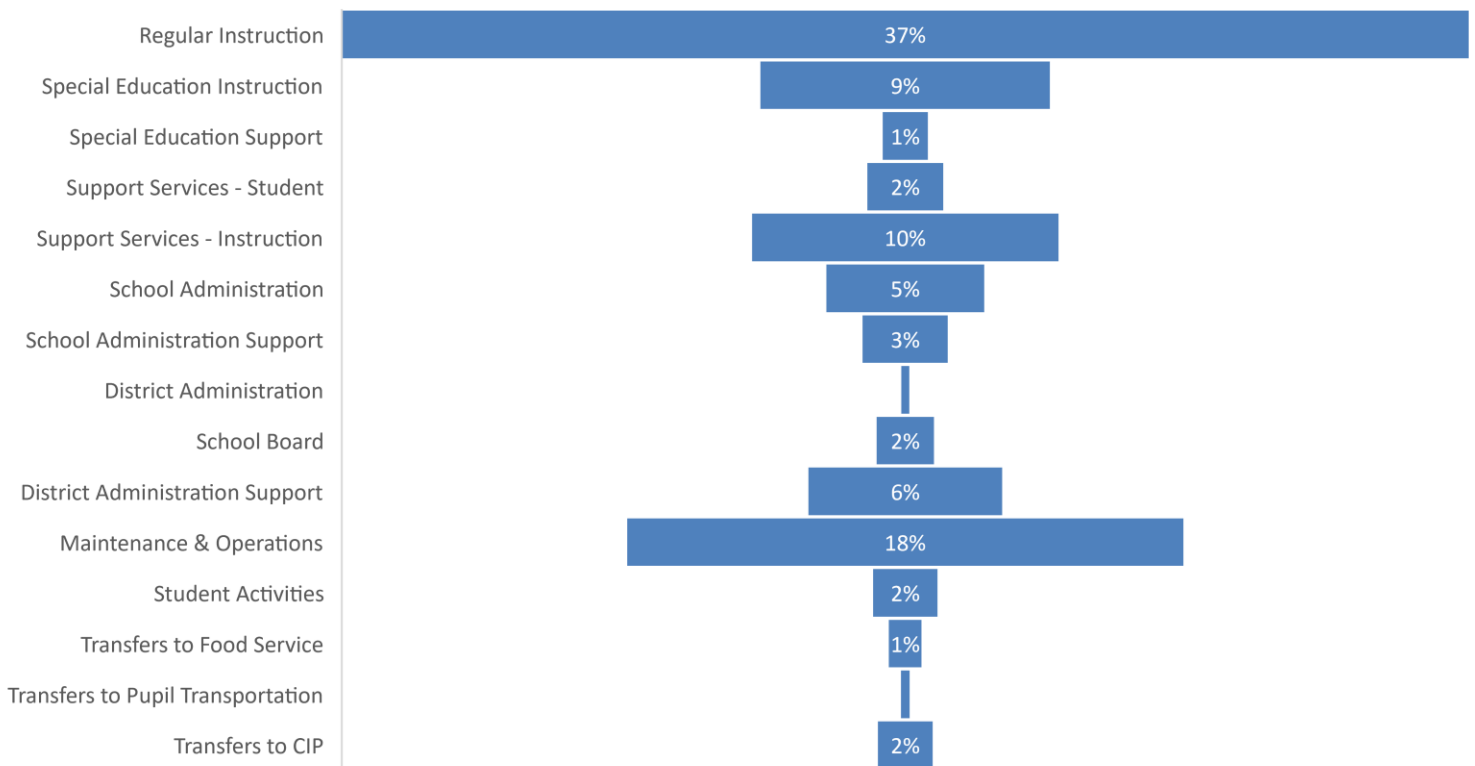
**FY 2021 Budget**

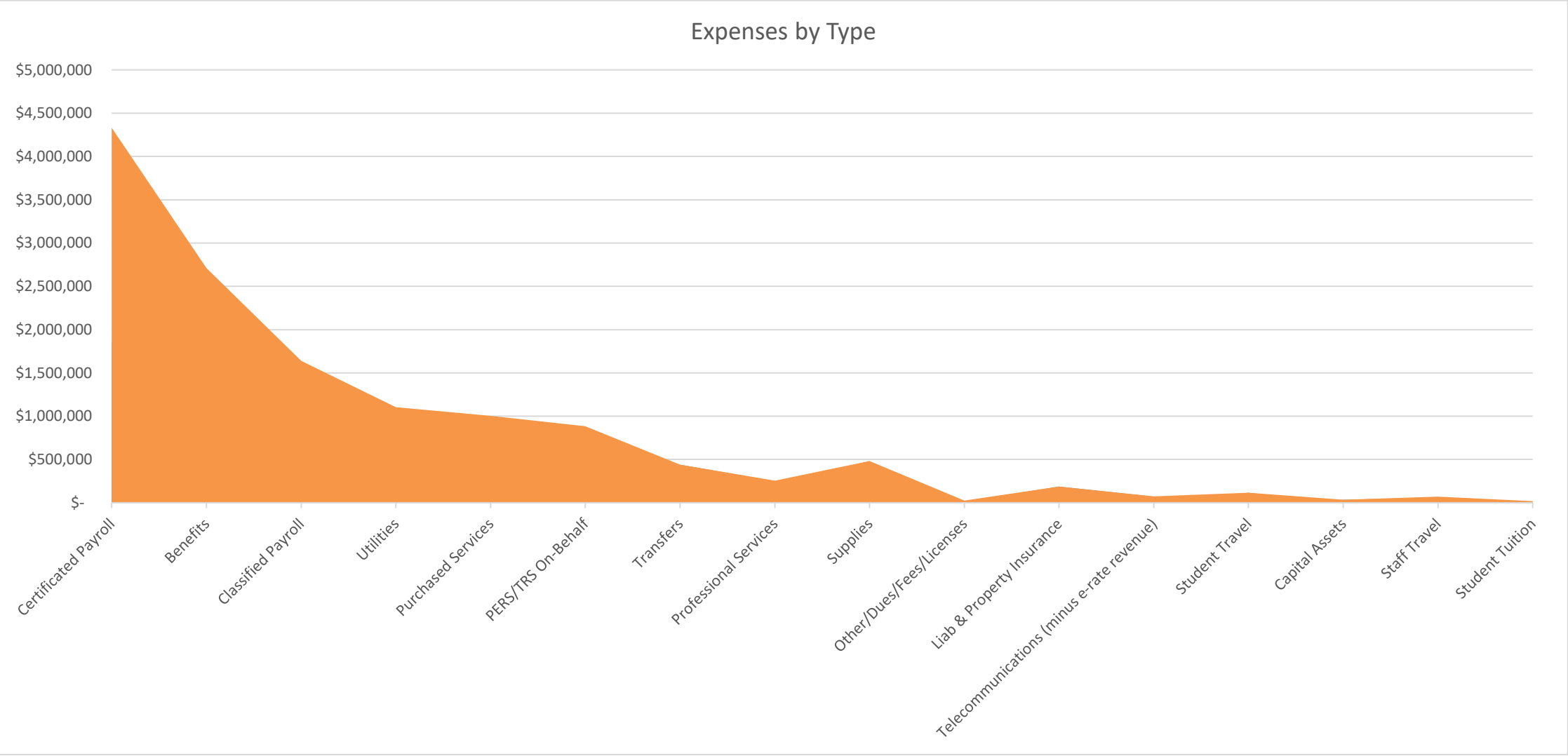
Function		FY2020 Budget	FY2021 Budget	Increase (Decrease)	Percent Increase	Percent of FY 2021 Total
100	Instruction	\$ 4,988,164	\$ 5,137,301	\$ 149,137	2.90%	36.76%
200	Special Education Instruction	1,098,541	1,320,681	222,140	16.82%	9.45%
220	Special Education Support	231,269	206,421	(24,848)	-12.04%	1.48%
320	Support Services - Student	432,875	347,337	(85,538)	-24.63%	2.49%
35X	Support Services - Instruction	1,332,798	1,398,126	65,328	4.67%	10.00%
400	School Administration	708,497	721,069	12,572	1.74%	5.16%
	Sub Total Instruction	\$ 8,792,144	\$ 9,130,935	\$ 338,791	3.71%	65.33%
450	School Administration Support	\$ 366,821	\$ 389,817	\$ 22,997	5.90%	2.79%
511	School Board	51,508	37,752	(13,756)	-36.44%	0.27%
510	District Administration	276,436	262,279	(14,157)	-5.40%	1.88%
55X	District Administration Support	879,359	884,502	5,143	0.58%	6.33%
600	Maintenance & Operations	2,697,163	2,535,744	(161,419)	-6.37%	18.14%
700	Student Activities	295,350	295,360	9	0.00%	2.11%
	Sub Total Admin/O&M	\$ 4,566,637	\$ 4,405,454	\$ (161,183)	-3.66%	31.52%
	Sub Total Inst/Admin/O&M	\$ 13,358,781	\$ 13,536,389	\$ 177,608	1.31%	96.85%
900	Transfers					
900..552	Transfers to Food Service	\$ 150,000	\$ 150,000	\$ -	0.00%	1.07%
900..553	Transfers to Pupil Transportation	40,000	40,000	-	0.00%	0.29%
900..554	Transfers to CIP	420,000	250,000	(170,000)	-68.00%	1.79%
	Sub Total Transfers	\$ 610,000	\$ 440,000	\$ (170,000)	-38.64%	3.15%
	<b>Total General Fund</b>	<b>\$ 13,968,781</b>	<b>\$ 13,976,389</b>	<b>\$ 7,608</b>	<b>0.05%</b>	<b>100.00%</b>

## Instruction, Admin, M&O, Transfers



## Expenditures by Function

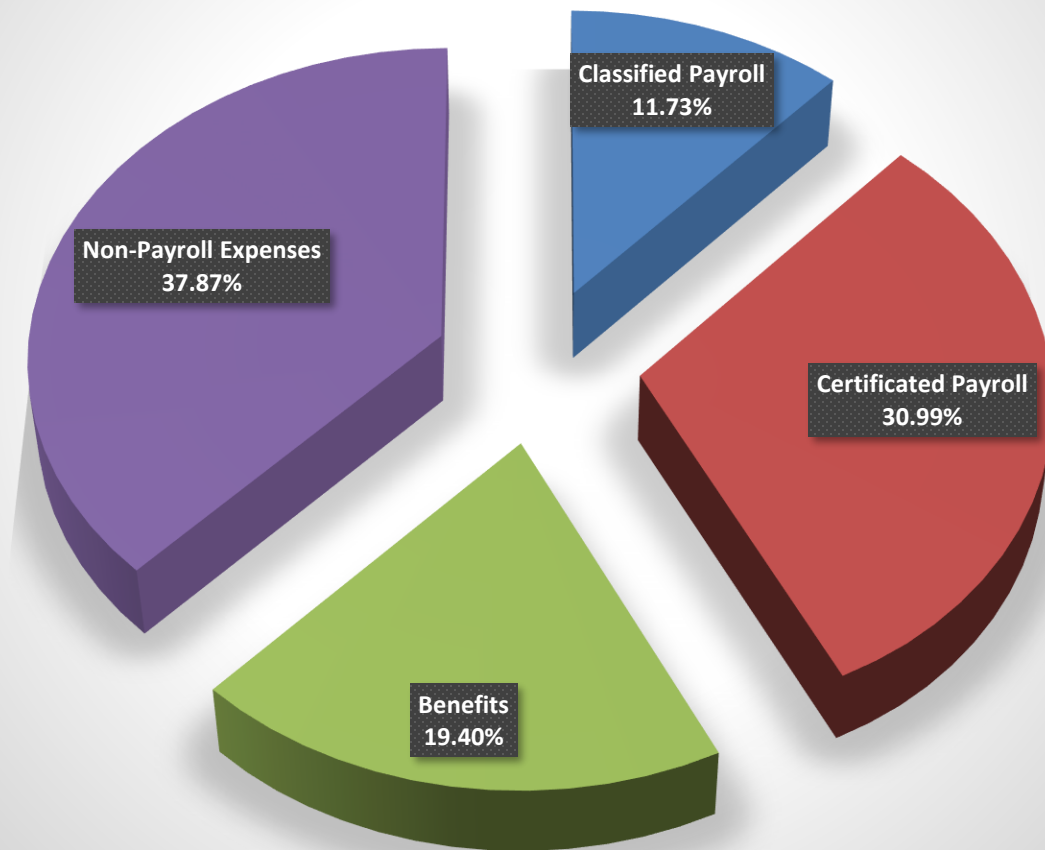


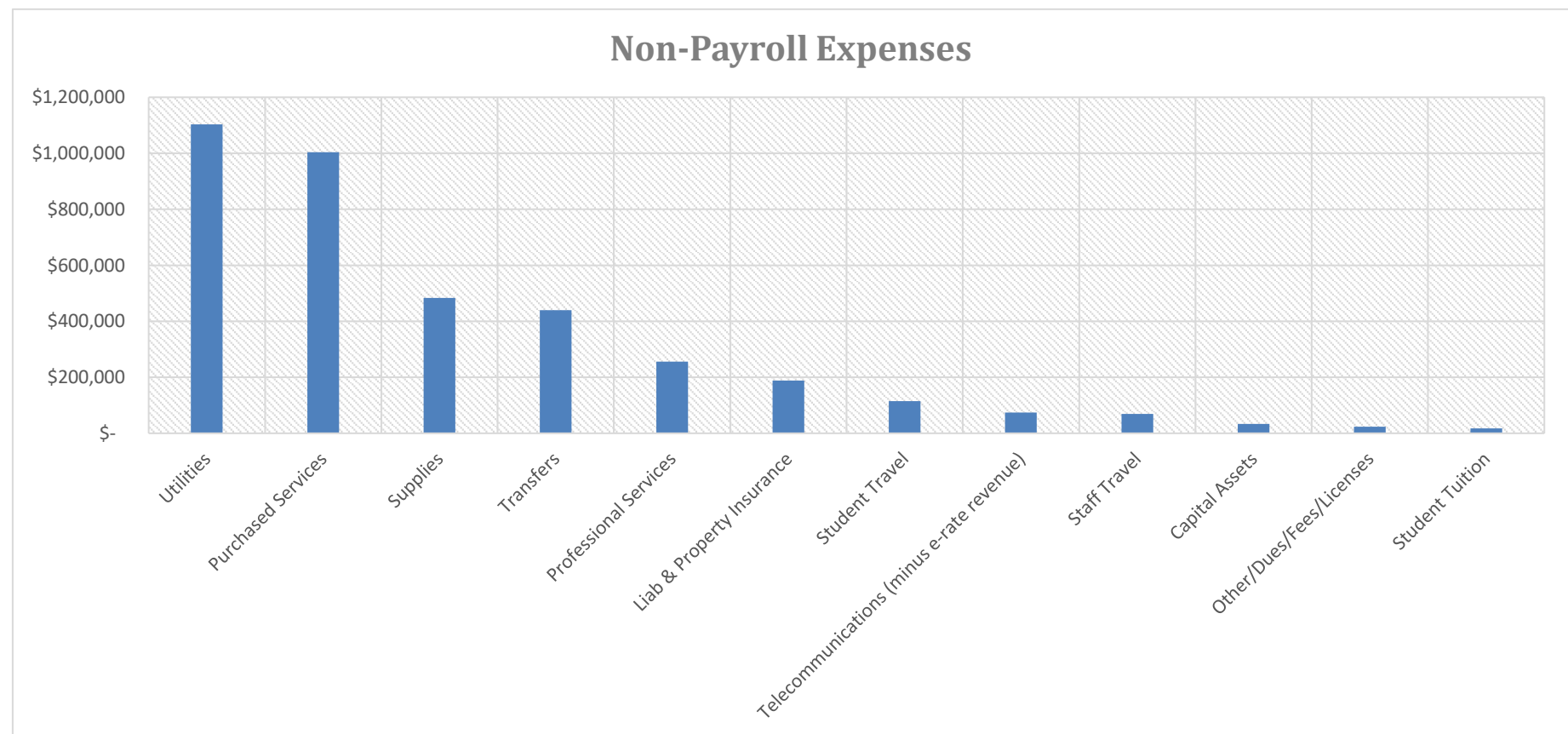


# NOME PUBLIC SCHOOLS

## Payroll & Non-Payroll Costs

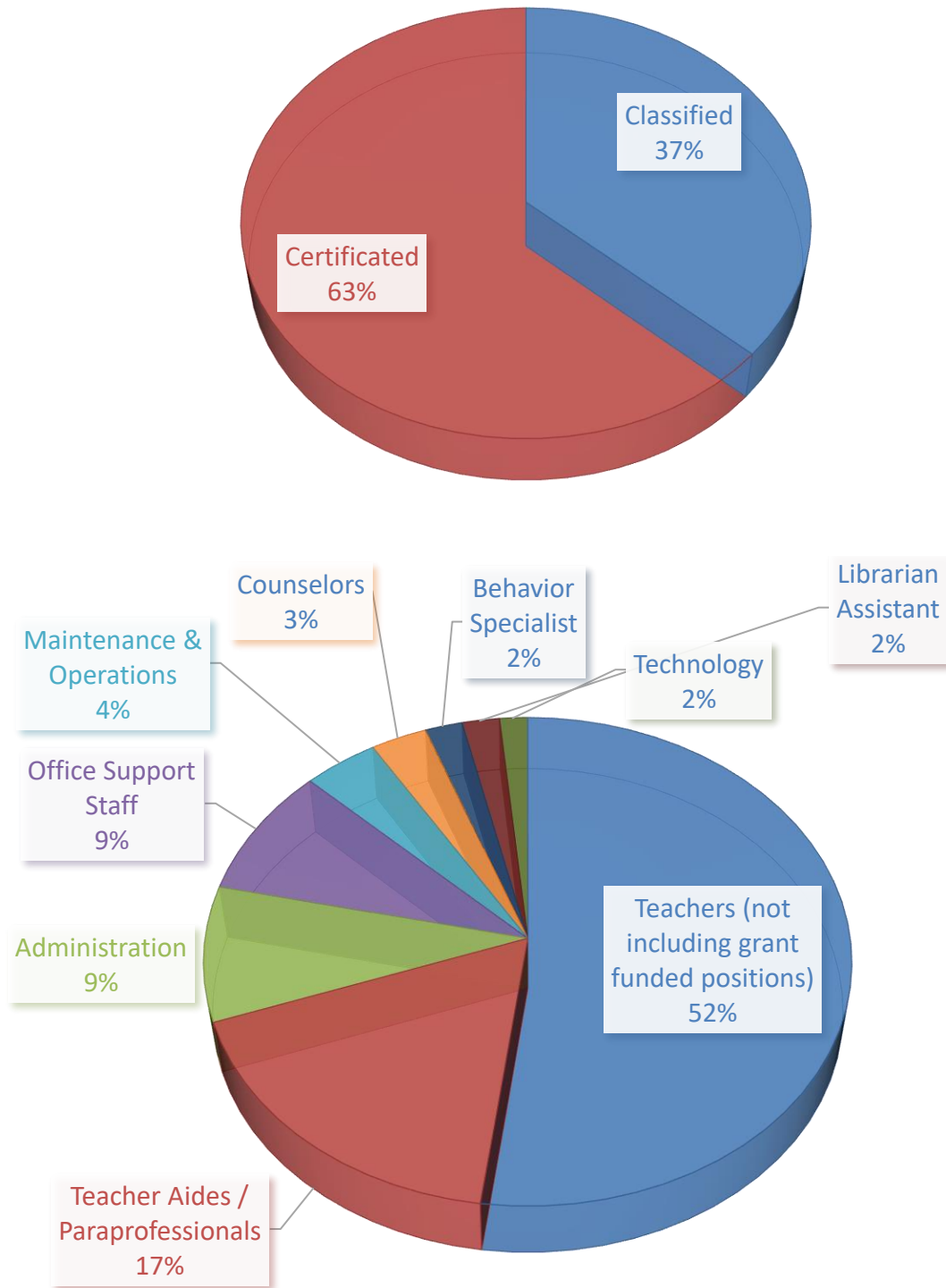
### FY 2021 Budget







## TYPES OF EMPLOYEES





## NOME ELEMENTARY

FY 2021 Budget  
Location 300

	FY2020 Budget	FY2021 Budget	\$ Change	% Change
<b>Fund 100: School Operating</b>				
Function: 100 Regular Instruction	\$ 2,500,375	\$ 2,297,360	\$ (203,015)	-8.12%
200 Special Education	433,388	492,791	\$ 59,403	13.71%
320 Support Services - Students	75,434	77,930	\$ 2,496	3.31%
350 Support Services - Instruction	930	500	\$ (430)	-46.24%
351 Improvement of Instr. Svsc.-Tech	2,085	2,600	\$ 515	24.70%
352 Support Services - Library	82,146	86,783	\$ 4,637	5.65%
400 School Administration	299,520	310,351	\$ 10,831	3.62%
450 School Administration Support	169,980	179,121	\$ 9,141	5.38%
600 Operations & Maintenance	253,500	253,500	\$ -	0.00%
Fund Total	<b>3,817,358</b>	<b>3,700,936</b>	<b>(116,422)</b>	<b>-3.05%</b>
 <b>TOTAL</b>	 <b>\$ 3,817,358</b>	 <b>\$ 3,700,936</b>	 <b>\$ (116,422)</b>	 <b>-3.05%</b>
# Students (PreK-6)	375.5	375.0	(0.4)	-0.12%
# Teachers	23.9	22.0	(1.9)	-7.95%
# Classified	10.0	10.0	0.0	0.00%
# Administrators	2.0	2.0	0.0	0.00%
Pupil / Teacher Ratio	15.7	17.0	1.3	8.51%
Average Per Pupil Expenditure	\$ 10,167	\$ 9,869	\$ (298)	-2.93%

# NOME PUBLIC SCHOOLS

## FY 2021 Budget

**Location 300 Nome Elementary**

<b>FY2020</b>					
Elementary Account Code	Description	Comments	Budget	FY2021 Budget	Change
<b>Regular Instruction</b>					
100.300.100.	315 Cert-Teacher	20.00 FTE	\$ 1,465,255	\$ 1,413,519	\$ (51,736)
100.300.100.	316 Extra Duty		15,000	-	(15,000)
100.300.100.	323 NonCert-Aides	1.00 FTE	36,809	37,814	1,005
100.300.100.	329 Substitute and Temporary	155 teacher sub days	70,300	40,300	(30,000)
100.300.100.	361 Health/Life Insurance		295,333	239,989	(55,344)
100.300.100.	362 ESC		3,175	2,983	(192)
100.300.100.	363 Worker's Comp		15,874	14,916	(958)
100.300.100.	364 FICA		30,588	26,472	(4,116)
100.300.100.	365 TRS		185,920	177,538	(8,382)
100.300.100.	366 PERS		8,098	8,319	221
100.300.100.	369 Employee Physicals		2,100	2,100	-
100.300.100.	376 TRS On Behalf		262,427	253,161	(9,266)
100.300.100.	377 PERS On Behalf		2,437	3,249	812
		\$400 per Cert Teacher Plus			
100.300.100.	390 Transportation Allowance	Travel Relocation	29,760	18,500	(11,260)
100.300.100.	433 Telecommunications	Postage	2,000	2,000	-
		(Meter Rental; copier maintenance; Advanced Ed			
100.300.100.	440 Other Purchased S	Improvement Network)	6,500	6,500	-
100.300.100.	450 Supplies/Material/Media		50,000	40,000	(10,000)
100.300.100.	471 Textbooks		-	-	-
		ATRT, MAP, DIBELS, Digital Lessons, Safari			
100.300.100.	475 Supplies - Tech Rel	Montage \$9K total in FY19	9,000	9,000	-
100.300.100.	490 Other Expenses		9,800	1,000	(8,800)
Total	100 Regular Instruction		2,500,375	2,297,360	(203,015)

## Special Education

100.300.200.	315	Cert-Teacher	2.00 FTE	118,620	141,194	22,574
100.300.200.	323	NonCert-Aides	5.00 FTE	149,164	154,479	5,315
100.300.200.	329	Substitutes/Temporary	40 teacher sub days	6,000	6,000	-
100.300.200.	361	Health/Life Insurance		58,924	73,924	15,000
100.300.200.	362	Unemployment Insurance		548	603	55
100.300.200.	363	Worker's Compensation		2,738	3,017	279
100.300.200.	364	FICA		13,590	14,324	734

Elementary Account Code	Description	Comments	FY2020 Budget	FY2021 Budget	Change
100.300.200	365	TRS	14,899	17,734	2,835
100.300.200	366	PERS	32,816	33,985	1,169
100.300.200	376	TRS On Behalf	21,245	25,288	4,043
100.300.200	377	PERS On Behalf	9,875	13,273	3,398
100.300.200	369	Empl Physicals & Pool Use	320	320	-
		\$400 per Cert Teacher &			
100.300.200	390	Travel Allowance Relocation Reimb	3,800	7,800	4,000
100.300.200	450	Supplies/Material/Media	700	700	-
100.300.200	491	Dues & Fees	150	150	-
<b>Total</b>	<b>200</b>	<b>Special Education</b>	<b>433,388</b>	<b>492,791</b>	<b>59,402</b>
<b>Support Services - Students</b>					
100.300.300	322	Non Cert - Specialist 1.00 FTE	34,539	35,476	937
100.300.300	329	Substitutes/Temporary 10.00 classified sub days	1,250	1,250	-
100.300.300	361	Health/Life Insurance 1 Behavior Specialist	25,103	27,112	2,008
100.300.300	362	Unemployment Insurance	69	71	2
100.300.300	363	Worker's Compensation	345	355	9
100.300.300	364	FICA	2,642	2,714	72
100.300.300	366	PERS	7,599	7,805	206
100.300.300	377	PERS On Behalf	2,286	3,048	762
100.300.300	369	Empl Physicals & Pool Use	100	100	-
100.300.300	450	Supplies/Material/Media	1,500	-	(1,500)
<b>Total</b>	<b>300</b>	<b>Support Services - Students</b>	<b>75,434</b>	<b>77,930</b>	<b>2,496</b>
<b>Support Services - Instruction</b>					
100.300.350	420	Staff Travel	930	500	(430)
<b>Total</b>	<b>350</b>	<b>Support Services - Instruction</b>	<b>930</b>	<b>500</b>	<b>(430)</b>
<b>Improvement of Instructional Services - Technology</b>					
100.300.351	475	Software License Learning A-Z, Starfall, Math	2,085	2,600	515
<b>Total</b>	<b>351</b>	<b>Improvement of Instructional Services - Tech</b>	<b>2,085</b>	<b>2,600</b>	<b>515</b>
<b>Library Services</b>					
100.300.352	323	NonCert-Aides 1.00 FTE	33,372	34,274	902
100.300.352	361	Health/Life Insurance	33,692	36,388	2,695
100.300.352	362	Unemployment Insurance	67	69	2
100.300.352	363	Worker's Compensation	334	343	9
100.300.352	364	FICA	2,553	2,622	69
100.300.352	366	PERS	7,342	7,540	198
100.300.352	365	TRS On Behalf	-	-	-
100.300.352	366	PERS On Behalf	2,286	3,048	762
100.300.352	450	Supplies/Material/Media	2,500	2,500	-
100.300.352	475	Tech Supplies - Software Licenses	-	-	-
<b>Total</b>	<b>352</b>	<b>Support Service - Instruction - Library</b>	<b>82,146</b>	<b>86,783</b>	<b>4,637</b>
<b>School Administration</b>					
100.300.400	313	Principal 2.00 FTE	206,455	214,577	8,122
100.300.400	361	Health/Life Insurance	19,794	21,378	1,584
100.300.400	362	Unemployment Insurance Positions: 1 Princ & 1 Asst Princ	413	429	16
100.300.400	363	Worker's Compensation	2,065	2,146	81
100.300.400	364	FICA	2,994	3,111	118
100.300.400	365	TRS	25,931	26,951	1,020
100.300.400	365	TRS On Behalf	36,976	38,431	1,455
100.300.400	390	Travel Allowance	-	-	-
100.300.400	420	Staff Travel	40	-	(40)
100.300.400	433	Communications	-	-	-
		Nome Nugget 'Back to School'			
100.300.400	440	Other Purchased Services Advertisement	2,250	2,000	(250)
100.300.400	450	Supplies/Materials/Media	100	100	-

Elementary Account Code	Description	Comments	FY2020 Budget	FY2021 Budget	Change
100.300.400.	475	Supplies - Technology Related	1,275	-	(1,275)
100.300.400.	491	Dues & Fees NAESP Membership x 2	1,228	1,228	-
<b>Total</b>	<b>400</b>	<b>School Administration</b>	<b>299,520</b>	<b>310,351</b>	<b>10,831</b>
<b><u>School Administration Support</u></b>					
100.300.450.	324	NonCert-Support 2.00 FTE	80,224	82,433	2,208
100.300.450.	361	Health/Life Insurance	58,796	63,499	4,704
100.300.450.	362	Unemployment Insurance	160	165	4
100.300.450.	363	Worker's Compensation Positions: Secretary and	802	824	22
100.300.450.	364	FICA Registrar	6,137	6,306	169
100.300.450.	366	PERS	17,649	18,135	486
100.300.450.	377	PERS On Behalf	4,646	6,194	1,548
100.300.450.	440	Other Purchased Services	1,215	1,215	-
100.300.450.	450	Supplies/Materials/Media	350	350	-
<b>Total</b>	<b>450</b>	<b>School Administration Support</b>	<b>169,980</b>	<b>179,121</b>	<b>9,141</b>
<b><u>Operations &amp; Maintenance</u></b>					
100.300.600.	431	Water & Sewer	16,000	16,000	-
100.300.600.	432	Garbage	7,500	7,500	-
100.300.600.	435	Fuel-Heating	80,000	80,000	-
100.300.600.	436	Electricity	150,000	150,000	-
<b>Total</b>	<b>600</b>	<b>Maintenance &amp; Operations</b>	<b>253,500</b>	<b>253,500</b>	<b>-</b>
<b>Total</b>	<b>100</b>	<b>School Operating Fund</b>	<b>\$ 3,817,358</b>	<b>\$ 3,700,936</b>	<b>\$ (116,423)</b>
<b>Total</b>	<b>300</b>	<b>Nome Elementary</b>	<b>\$ 3,817,358</b>	<b>\$ 3,700,936</b>	<b>\$ (116,423)</b>

Beringia Watercolor by 8th grader, Harmony Martinson



## ANVIL CITY SCIENCE ACADEMY

FY 2021 Budget

Location 025

		<b>FY2020 Budget</b>	<b>FY2021 Budget</b>	<b>\$ Change</b>
<b>Fund 100: School Operating</b>				
Function: 100	Regular Instruction	\$ 478,551	\$ 539,807	\$ 61,256
160	Vocational Education	6,500	500	\$ (6,000)
200	Special Education Instruction	63,586	113,349	\$ 49,763
351	Improvement of Instr. Svc.-Tech	180	180	\$ -
400	School Administration	62,077	50,621	\$ (11,456)
450	School Administration Support	31,388	39,027	\$ 7,639
700	Student Activities	2,000	2,000	\$ -
	<b>Fund Total</b>	<b>644,283</b>	<b>745,484</b>	<b>101,201</b>
<b>TOTAL</b>		<b>\$ 644,283</b>	<b>\$ 745,484</b>	<b>\$ 101,201</b>

# Students	60.00	60.00	0.00
# Teachers	4.00	4.71	0.71
# Classified	1.50	1.50	0.00
# Administrators	0.40	0.40	0.00
Pupil / Teacher Ratio	15.00	12.73	(2.27)
Average Per Pupil Expenditure	\$ 10,738	\$ 12,425	\$ 1,686.69

# NOME PUBLIC SCHOOLS

## FY 2021 Budget

### Location 025 Anvil City Science Academy

Anvil City Science Academy			FY2020	FY2021	
Account Code	Description	Comments	Budget	Budget	\$ Change
<b>Regular Instruction</b>					
100.025.100. 315	Cert-Teacher	4.21 FTE	\$ 275,533	\$ 310,804	\$ 35,271
100.025.100. 329	Substitute/Temporary	27-46 teacher sub days	3,600	7,200	3,600
100.025.100. 361	Health/Life Insurance	depending on	74,093	92,095	18,002
100.025.100. 362	Unemployment Insurance	whether sub is cert or	558	636	78
100.025.100. 363	Worker's Compensation	not	2,791	3,180	389
100.025.100. 364	FICA		4,271	5,057	787
100.025.100. 365	TRS		34,607	39,037	4,430
100.025.100. 367	TRS On Behalf		49,348	48,898	(450)
100.025.100. 369	Employee Physicals		240	-	(240)
100.025.100. 390	Transportation Allowance	(Up to \$400 per teacher)	4,200	4,700	500
100.025.100. 420	Staff Travel		3,000	3,000	-
100.025.100. 433	Communications		1,000	1,000	-
100.025.100. 440	Other Purchased Sv (Meter Rental; copier maintenance)		2,700	2,700	-
100.025.100. 450	Supplies/Material/Media		11,000	15,000	4,000
100.025.100. 475	Supplies - Tech Related	Software License	11,610	6,500	(5,110)
100.025.100. 510	Equipment		-	-	-
<b>Total 100</b>	<b>Regular Instruction</b>		<b>478,551</b>	<b>539,807</b>	<b>61,256</b>
<b>Vocational Education</b>					
100.025.160. 450	Supplies/Material/Media	Voc Ed supplies & Artists in Schools	6,500	500	(6,000)
<b>Total 160</b>	<b>Vocational Education</b>		<b>6,500</b>	<b>500</b>	<b>(6,000)</b>
<b>Special Education Instruction</b>					
100.025.200. 315	Cert-Teacher	0.50 FTE	-	25,630	25,630
100.025.200. 324	Paraprofessional	1.00 FTE	37,821	38,856	1,035
100.025.200. 329	Substitute/Temporary	3 class sub days	500	500	-
100.025.200. 361	Health/Life Insurance		11,180	24,149	12,969
100.025.200. 362	Unemployment Insurance		76	130	54
100.025.200. 363	Worker's Compensation		378	650	272
100.025.200. 364	FICA		2,893	3,844	951
100.025.200. 365	TRS		-	3,219	3,219
100.025.200. 366	PERS		8,321	8,548	228
100.025.200. 367	TRS On-Behalf		-	4,590	4,590
100.025.200. 377	PERS On-Behalf		2,418	3,232	814
<b>Total 200</b>	<b>Special Education Instruction</b>		<b>63,586</b>	<b>113,349</b>	<b>49,763</b>
<b>Improvement of Instructional Services - Technology</b>					
100.025.351. 491	Dues & Fees		180	180	-
<b>Total 351</b>	<b>Improvement of Instructional Svcs - Tech</b>		<b>180</b>	<b>180</b>	<b>-</b>

Anvil City Science Academy			FY2020	FY2021	
Account Code	Description	Comments	Budget	Budget	\$ Change
<b>School Administration</b>					
100.025.400.. 313	Principal	0.29 FTE	42,549	32,039	(10,510)
100.025.400.. 316	Extra Duty Pay		-	-	-
100.025.400.. 361	Health/Life Insuran		4,472	4,830	358
100.025.400.. 362	Unemployment Ins	Position: 1 full time Principal, who also has a full teaching caseload. The amount	85	64	(21)
100.025.400.. 363	Worker's Compensi	expensed under this function is based on	425	320	(105)
100.025.400.. 364	FICA	average % of time devoted to strictly admin	617	465	(152)
100.025.400.. 365	TRS	tasks.	5,344	4,024	(1,320)
100.025.400.. 367	TRS On Behalf		7,620	7,915	294
100.025.400.. 420	Staff Travel		-	-	-
100.025.400.. 440	Other Purchased Services		350	350	-
100.025.400.. 475	Supplies - Technology Related		-	-	-
100.025.400.. 491	Dues & Fees	NAESP Membership	614	614	-
<b>Total 400</b>	<b>School Administration</b>		<b>62,077</b>	<b>50,621</b>	<b>(11,456)</b>
<b>School Administration Support</b>					
100.025.450.. 324	Non-Cert Support Staff	0.50 FTE	18,766	19,329	563
100.025.450.. 361	Health/Life Insurance		5,590	12,074	6,484
100.025.450.. 362	Unemployment Insurance		38	39	1
100.025.450.. 363	Worker's Compensation		188	193	6
100.025.450.. 364	FICA		1,436	1,479	43
100.025.450.. 366	PERS		4,129	4,252	124
100.025.450.. 368	PERS On Behalf		1,243	1,661	418
<b>Total 450</b>	<b>School Administration Support</b>		<b>31,388</b>	<b>39,027</b>	<b>7,639</b>
<b>Student Activities</b>					
100.025.700.. 316	Extra Duty Pay		-	-	-
100.025.700.. 360	Benefits		-	-	-
100.025.700.. 367	TRS On-Behalf		-	-	-
100.025.700.. 420	Staff Travel	DC Trip Chaperone	2,000	2,000	-
<b>Total 700</b>	<b>Student Activities</b>		<b>2,000</b>	<b>2,000</b>	<b>-</b>
<b>Total 100</b>	<b>School Operating Fund</b>		<b>644,282</b>	<b>745,484</b>	<b>101,201</b>
<b>Total 025</b>	<b>Anvil City Science Academy</b>		<b>\$ 644,282</b>	<b>\$ 745,484</b>	<b>\$ 101,201</b>





## NOME-BELTZ HIGH SCHOOL

FY 2021 Budget

Location 010

	<b>FY2020 Budget</b>	<b>FY2021 Budget</b>	<b>Change</b>	<b>% Change</b>
<b>Fund 100: School Operating</b>				
Function: 100 Regular Instruction	\$ 1,780,559	\$ 2,065,340	\$ 284,781	15.99%
160 Career Tech Instruction	140,278	142,016	1,738	1.24%
200 Special Education	601,567	714,541	112,974	18.78%
320 Support Services - Students	357,441	269,407	(88,034)	-24.63%
352 Library Services	60,685	63,206	2,521	4.15%
400 School Administration	346,899	360,098	13,198	3.80%
450 School Administration Support	165,452	171,669	6,217	3.76%
600 Operations & Maintenance	804,940	804,940	-	0.00%
700 Student Activities	293,350	293,360	9	0.00%
<b>Fund Total</b>	<b>4,551,172</b>	<b>4,884,576</b>	<b>333,404</b>	<b>7.33%</b>
 <b>TOTAL</b>	 <b>\$ 4,551,172</b>	 <b>\$ 4,884,576</b>	 <b>\$ 333,404</b>	 <b>7.33%</b>
 # Students (7-12)	 262.7	 255.0	 (7.7)	 -2.93%
# Teachers	21.1	23.6	2.5	11.94%
# Classified	12.0	12.0	0.0	0.00%
# Administrators	2.0	2.0	0.0	0.00%
Pupil / Teacher Ratio	12.5	10.8	(1.7)	-13.29%
Average Per Pupil Expenditure	\$ 17,324.60	\$ 19,155.20	\$ 1,830.60	10.57%

# NOME PUBLIC SCHOOLS

## FY 2021 Budget

### Location 010 Nome-Beltz High School

Middle/High School			FY2020	FY2021	
Account Code	Description	Comments	Budget	Budget	Change
<b>Regular Instruction</b>					
100.010.100.	315 Cert-Teacher	18.62 FTE	\$ 1,039,880	\$ 1,254,568	\$ 214,688
100.010.100.	329 Substitute and Temporary	213 teacher sub days	32,000	32,000	-
100.010.100.	361 Health/Life Insurance		136,903	214,429	77,526
100.010.100.	362 Unemployment Insurance		2,144	2,573	429
100.010.100.	363 Worker's Compensation		10,719	12,866	2,147
100.010.100.	364 FICA		17,526	20,639	3,113
100.010.100.	365 TRS		130,609	157,574	26,965
100.010.100.	369 Employee Physicals		700	700	-
100.010.100.	376 TRS On Behalf		186,243	224,693	38,450
100.010.100.	390 Travel Allowance	\$400 per Teacher; Includes Travel Relocation	20,400	21,448	1,048
100.010.100.	410 Professional & Tec		-	-	-
100.010.100.	420 Staff Travel		-	-	-
100.010.100.	433 Telecommunications		1,100	1,100	-
		(Meter Rental; copier maintenance			
100.010.100.	440 Other Purchased S contract)		74,336	17,250	(57,086)
100.010.100.	450 Supplies/Material/Media		40,000	40,000	-
100.010.100.	471 Textbooks		18,000	18,000	-
100.010.100.	475 Supplies - Tech Rel	\$8,500 Apex (eLearning) & \$8,300 (Read 180)	30,000	26,000	(4,000)
100.010.100.	480 Tuition & Stipends	Dual-Credit Courses through UAF NW Campus EOY activities (bowling alley rental, pool rental)	18,000	18,000	-
100.010.100.	490 Other Expenses		11,000	3,000	(8,000)
100.010.100.	491 Dues & Fees		6,000	500	(5,500)
100.010.100.	510 Equipment		5,000	-	(5,000)
<b>Total</b>	<b>100 Regular Instruction</b>		<b>1,780,559</b>	<b>2,065,340</b>	<b>284,780</b>

### Career and Technical

100.010.160.	315 Cert-Teacher	1.00 FTE	72,708	74,032	1,324
100.010.160.	329 Substitute/Temporary	Positions: 1 Career & Tech Teacher	4,500	2,000	(2,500)
100.010.160.	361 Health/Life Insurance		33,692	36,387	2,695
100.010.160.	362 Unemployment Insurance		154	152	(2)
100.010.160.	363 Worker's Compensation		771	760	(11)
100.010.160.	364 FICA		1,399	1,226	(173)
100.010.160.	365 TRS		9,132	9,298	166
100.010.160.	376 TRS On Behalf		13,022	13,259	237
100.010.160.	390 Travel Allowance		400	400	-
100.010.160.	450 Supplies/Material/Media		4,500	4,500	-
100.010.160.	490 Other Expenses		-	-	-

Middle/High School			FY2020	FY2021	
Account Code	Description	Comments	Budget	Budget	Change
<b>Total</b>	<b>160 Career and Technical</b>		<b>140,278</b>	<b>142,016</b>	<b>1,738</b>
<b>Special Education</b>					
100.010.200.	315 Cert-Teacher	2.00 FTE	159,675	114,199	(45,476)
100.010.200.	316 Extra Duty Pay		760	-	(760)
100.010.200.	323 NonCert-Aides	8.00 FTE	175,623	270,755	95,132
100.010.200.	329 Substitute/Temporary	Positions: 3 Sped Teachers, 7	8,000	8,000	-
100.010.200.	361 Health/Life Insurance	Sped Para's	129,995	170,850	40,855
100.010.200.	362 Unemployment Insurance		688	786	98
100.010.200.	363 Worker's Compensation		3,441	3,930	489
100.010.200.	364 FICA		16,362	22,981	6,619
100.010.200.	365 TRS		20,055	14,343	(5,712)
100.010.200.	366 PERS		38,637	59,566	20,929
100.010.200.	369 Employee Physicals		200	900	700
100.010.200.	376 TRS On Behalf		28,598	20,453	(8,145)
100.010.200.	377 PERS On Behalf		11,283	19,679	8,396
		\$400 per Teacher &			
100.010.200.	390 Travel Allowance	Relocation Reimb	4,200	6,050	1,850
100.010.200.	420 Staff Travel	Mileage reimb	400	400	-
100.010.200.	450 Supplies/Material/Media		3,500	1,500	(2,000)
100.010.200.	491 Dues & Fees		150	150	-
<b>Total</b>	<b>200 Special Education</b>		<b>601,567</b>	<b>714,541</b>	<b>112,974</b>
<b>Support Services - Students</b>					
100.010.300.	318 Cert-Specialist (Counselor)	2.00 FTE	118,948	123,047	4,099
100.010.300.	322 NonCert-Specialist	1.00 FTE	101,698	37,893	(63,805)
		Subs for classes being			
100.010.300.	329 Substitute/Temporary	taught, when ee absent	2,000	2,000	-
100.010.300.	361 Health/Life Insurance		56,052	48,462	(7,590)
100.010.300.	362 Unemployment Insurance		445	326	(119)
100.010.300.	363 Worker's Compensation		2,226	1,629	(597)
100.010.300.	364 FICA		9,658	4,836	(4,822)
100.010.300.	365 TRS		14,940	15,455	515
100.010.300.	366 PERS		22,374	8,336	(14,037)
100.010.300.	367 TRS On Behalf		21,304	22,038	734
100.010.300.	368 PERS On Behalf		6,561	3,150	(3,411)
100.010.300.	390 Travel Allowance	\$400 per Teacher	800	800	-
100.010.300.	440 Other Purchased Services	copier usage	10	10	-
100.010.300.	450 Supplies/Materials/Media		-	1,000	
		Nat'l Clearinghouse - student			
100.010.300.	490 Other Expenses	tracker	425	425	-
<b>Total</b>	<b>300 Support Services - Students</b>		<b>357,441</b>	<b>269,407</b>	<b>(89,034)</b>
<b>Library Services</b>					
100.010.352.	323 NonCert-Aides	1.00 FTE	31,037	31,869	832
100.010.352.	329 Substitute/Temporary	10.00 sub days	1,602	1,602	-
100.010.352.	361 Health/Life Insurance		11,180	12,074	894
100.010.352.	362 Unemployment Insurance		65	67	2
100.010.352.	363 Worker's Compensation		326	335	8
100.010.352.	364 FICA		2,497	2,561	64
100.010.352.	366 PERS		6,828	7,011	183
100.010.352.	368 PERS On Behalf		1,969	2,632	663
100.010.352.	440 Other Purchased Services		180	55	(125)
100.010.352.	450 Supplies/Material/Media		4,500	4,500	-

Middle/High School			FY2020	FY2021	
Account Code	Description	Comments	Budget	Budget	Change
100.010.352.	475 Software License	Companion Corporation Subscription	500	500	-
<b>Total</b>	<b>352</b>	<b>Support Services - Instruction - Library</b>	<b>60,685</b>	<b>63,206</b>	<b>2,521</b>
<b>School Administration</b>					
100.010.400.	313 Principal	2.00 FTE	201,339	210,380	9,041
100.010.400.	361 Health/Life Insurance		67,384	72,775	5,391
100.010.400.	362 Unemployment Insurance		403	421	18
100.010.400.	363 Worker's Compensation		2,013	2,104	90
100.010.400.	364 FICA		2,919	3,051	131
100.010.400.	365 TRS		25,288	26,424	1,136
100.010.400.	367 TRS On Behalf		36,060	37,679	1,619
100.010.400.	390 Relocation Reimbursement		3,000	3,500	500
100.010.400.	420 Staff Travel		3,200	-	(3,200)
		Nome Nugget 'Back to School'			
100.010.400..	440 Other Purchased Services	Advertisement	1,340	1,537	197
100.010.400.	450 Supplies/Materials/Media		100	500	400
100.010.400..	475 Supplies - Technology Related		-	-	-
100.010.400..	490 Other Expenses		2,625	500	(2,125)
100.010.400.	491 Dues & Fees	NASSP Registration x 2	1,228	1,228	-
<b>Total</b>	<b>400</b>	<b>School Administration</b>	<b>346,899</b>	<b>360,098</b>	<b>13,198</b>
<b>School Administration Support</b>					
100.010.450.	324 NonCert-Support	2.00 FTE	101,629	104,479	2,850
100.010.450.	329 Substitutes/Temporary		1,300	500	(800)
100.010.450.	361 Health/Life Insurance		22,360	24,149	1,789
100.010.450.	362 Unemployment Insurance		206	210	4
100.010.450.	363 Worker's Compensation		1,029	1,050	21
100.010.450.	364 FICA		7,874	8,031	157
100.010.450.	366 PERS		22,358	22,985	627
100.010.450.	377 PERS On Behalf		6,556	8,765	2,209
100.010.450.	433 Telecommunications		550	-	(550)
100.010.450.	440 Other Purchased Services		90	-	(90)
100.010.450.	450 Supplies/Materials/Media		1,500	1,500	-
<b>Total</b>	<b>450</b>	<b>School Administration Support</b>	<b>165,452</b>	<b>171,669</b>	<b>6,217</b>
<b>Operations &amp; Maintenance</b>					
100.010.600.	431 Water & Sewer		27,000	27,000	-
100.010.600.	432 Garbage		20,000	20,000	-
100.010.600.	435 Fuel-Heating		375,000	375,000	-
100.010.600.	436 Electricity		375,000	375,000	-
100.010.600.	440 Other Purchased Services		-	-	-
100.010.600.	452 General Maintenance Supplies		500	500	-
100.010.600.	458 Gas & Oil		7,440	7,440	-
100.010.600.	490 Other Expenses		-	-	-
<b>Total</b>	<b>600</b>	<b>Maintenance &amp; Operations</b>	<b>804,940</b>	<b>804,940</b>	<b>-</b>
<b>Student Activity</b>					
100.010.700.	316 Extra Duty Pay	Coaches and Club Advisor	83,944	82,800	(1,144)
100.010.700.	329 Substitutes and Temporary	Referees	14,830	16,000	1,170
100.010.700.	360 Benefits: (SS, Med, ESC, WC, TRS-PERS)		12,792	12,790	(2)
100.010.700.	367 TRS On Behalf		15,514	13,530	(1,984)
100.010.700.	368 PERS On Behalf		-	-	-
100.010.700.	410 Professional & Technical	Referee Association	8,500	8,000	(500)
100.010.700.	420 Staff Travel		5,189	5,190	1

Middle/High School			FY2020	FY2021	
Account Code	Description	Comments	Budget	Budget	Change
100.010.700.	425 Student Travel	Student groups to pickup remainder of travel costs	114,904	114,900	(4)
100.010.700.	440 Other Purchased Services	NMS Athletic Meals Outside of regular meal service	18,800	20,000	1,200
100.010.700.	450 Supplies	Balls, nets, jerseys, bibs, flags, whistles, mats, etc.	14,678	13,550	(1,128)
100.010.700.	458 Gas & Oil		600	600	-
100.010.700.	490 Other Expenses, Dues & Fee	ASAA Dues	3,600	6,000	2,400
<b>Total</b>	<b>700 Student Activity</b>		<b>293,350</b>	<b>293,360</b>	<b>9</b>
<b>Total</b>	<b>100 School Operating Fund</b>		<b>4,551,172</b>	<b>4,884,576</b>	<b>332,403</b>
<b>Total</b>	<b>010 Middle/High School</b>		<b>\$ 4,551,172</b>	<b>\$ 4,884,576</b>	<b>\$ 332,403</b>



# DISTRICT WIDE

FY 2021 Budget

Location 500

		<u>FY2020</u> <u>Budget</u>	<u>FY2021</u> <u>Budget</u>	<u>\$ Change</u>
<b>Fund 100: School Operating</b>				
<u>Location 500</u>	<u>District-Wide</u>			
Function 100	Regular Instruction - Extension	\$ 81,901	\$ 92,278	\$ 10,377
Function 220	Special Education - Support Services	231,269	206,421	\$ (24,848)
Function 350	Support Services - Instruction	91,818	75,640	\$ (16,178)
Function 351	Support Services -Technology	1,091,414	1,165,717	\$ 74,303
Function 354	In-service Training	3,540	3,500	\$ (40)
Function 511	Board of Education	51,508	37,752	\$ (13,756)
Function 510	Office of Superintendent	276,436	262,279	\$ (14,157)
Function 550	District Admin Support Services	674,453	678,374	\$ 3,921
Function 553	Human Resources	204,906	206,128	\$ 1,222
Function 600	Operations & Maintenance	1,638,723	1,477,304	\$ (161,419)
Function 900	Other Financing Uses	610,000	440,000	\$ (170,000)
	Fund Total	<u>\$ 4,955,969</u>	<u>\$ 4,645,393</u>	<u>\$ (310,576)</u>
<b>TOTAL</b>		<u>\$ 4,955,969</u>	<u>\$ 4,645,393</u>	<u>\$ (310,576)</u>

# NOME PUBLIC SCHOOLS

## FY 2021 Budget

### Location 500 - Districtwide

Districtwide Dept. Account Code	Description	Comments	FY2020 Budget	FY2021 Budget	\$ Change
<b>Regular Instruction - Extensions</b>					
100.500.140.. 316	Extra Duty	0.50 FTE Teacher on	34,654	34,689	35
100.500.140.. 361	Health/Life Insurance	Assignment	70	-	(70)
100.500.140.. 362	Unemployment Insurance		69	69	0
100.500.140.. 363	Worker's Compensation		347	347	0
100.500.140.. 364	FICA		502	503	1
100.500.140.. 365	TRS		4,353	4,357	4
100.500.140.. 376	TRS On Behalf		6,207	6,213	6
100.500.140.. 440	Other Purchased Services	Advanced Ed Accreditation Svcs Contains \$2300 allotment x 18	900	900	-
100.500.140.. 450	Supplies/Material/Media	students; \$3,500 addtl	34,500	44,900	10,400
100.500.140.. 475	Supplies - Tech Related	MAP License Renewal	300	300	-
<b>Total 140</b>	<b>Regular Instruction - Extensions</b>		<b>81,901</b>	<b>92,278</b>	<b>10,377</b>
<b>Special Education Instruction - Support Svcs</b>					
100.500.220.. 314	Cert - Director	1.00 FTE	82,335	82,335	-
100.500.220.. 324	Support Staff	1.00 FTE	40,162	41,367	1,205
100.500.220.. 361	Health/Life Insurance		44,872	24,149	(20,723)
100.500.220.. 362	Unemployment Insurance		245	247	2
100.500.220.. 363	Worker's Compensation		1,225	1,237	12
100.500.220.. 364	FICA		1,776	1,794	17
100.500.220.. 365	TRS		10,341	10,341	-
100.500.220.. 366	PERS		8,836	9,101	265
100.500.220.. 369	Employee Physical		250	250	-
100.500.220.. 376	TRS On Behalf		14,746	14,746	-
100.500.220.. 377	PERS On Behalf		2,659	3,554	896
100.500.220.. 390	Relocation Reimbursement		3,000	-	(3,000)
100.500.220.. 420	Staff Travel		3,340	-	(3,340)
100.500.220.. 440	Other Purchased Services		15	-	(15)
100.500.220.. 450	Supplies	test forms, curriculum	4,500	2,800	(1,700)
100.500.220.. 475	Supplies - Tech Related		6,804	14,000	7,196
100.500.220.. 491	Dues & Fees		500	500	-
100.500.220.. 510	Equipment	Powerschool License & Subscript.	5,663	-	(5,663)
<b>Total 220</b>	<b>Special Education Instruction - Support Svcs</b>		<b>231,269</b>	<b>206,421</b>	<b>(24,848)</b>
<b>Support Services-Instruction</b>					
100.500.350.. 314	Cert - Director	0.29 FTE Own Professional Development, \$7200 min Inservice Days, \$6500 Mentors, \$5000 Kagan Coach (NES & NBHS), \$6000 curriculum writing (NBHS - Math/ELA) Position: 1 Dir of Fed Programs (71% sal/ben funded by CAP)	25,045	25,668	623
100.500.350.. 316	Extra Duty		30,000	30,000	-
100.500.350.. 361	Health/Life Insurance		2,009	2,170	161
100.500.350.. 362	Unemployment Insurance		50	51	1
100.500.350.. 363	Worker's Compensation		400	257	(143)
100.500.350.. 364	FICA		105	372	267
100.500.350.. 365	TRS		913	3,224	2,311
100.500.350.. 376	TRS On Behalf		4,486	4,597	112
100.500.350.. 390	Travel Allowance		-	-	-
100.500.350.. 420	Staff Travel		-	-	-
100.500.350.. 440	Other Purchased Services	UAA Alaska Statewide Mentor Proj	6,010	2,000	(4,010)
100.500.350.. 450	Supplies/Material/Media		300	300	-
100.500.350.. 475	Supplies - Tech Related		5,500	500	(5,000)
100.500.350.. 490	Other Expenses	Tuition Reimbursement	16,500	6,000	(10,500)
100.500.350.. 491	Dues & Fees		500	500	-

Districtwide Dept.						FY2021	
Account Code	Description	Comments	FY2020 Budget	Budget		\$ Change	
<b>Total 350</b>	<b>Support Services - Instruction</b>		<b>91,818</b>	<b>75,640</b>		<b>(16,178)</b>	
<b>Support Services - Technology</b>							
100.500.351.. 318	Cert - Specialist	0.5 FTE	37,660	38,790		1,130	
100.500.351. 321	Non-Cert - Director/Coordir	1.0 FTE	87,334	88,644		1,310	
100.500.351.. 322	Non-Cert - Specialist	1.0 FTE	64,178	66,004		1,826	
100.500.351.. 361	Health/Life Insurance	Positions: 1 Tech Director, 1 Systems	16,770	18,112		1,342	
100.500.351.. 362	Unemployment Insurance	Administrator & 1 50% Tech Specialist	378	387		9	
100.500.351.. 363	Worker's Compensation		1,892	1,934		43	
100.500.351.. 364	FICA		12,137	12,393		256	
100.500.351.. 365	TRS		4,730	4,872		142	
100.500.351.. 366	PERS		33,333	34,023		690	
100.500.351.. 376	TRS On Behalf		6,745	6,745		-	
100.500.351.. 377	PERS On Behalf		9,944	13,410		3,466	
100.500.351.. 390	Relocation Reimbursement		-	-		-	
100.500.351.. 420	Staff Travel	ASTE	7,890	7,890		-	
		Offset by E-Rate Revenue (90%					
100.500.351.. 433	Communications	Reimb Internet)	665,163	665,163		-	
100.500.351.. 440	Other Purchased Services		200	200		-	
100.500.351.. 450	Supplies/Material/Media		55,000	5,000		(50,000)	
		School Mgmt & Content					
100.500.351.. 475	Supplies - Tech Related	Software; Staff & Student Devices	21,950	168,450		146,500	
		Computer Insurance offered to all Staff,					
100.500.351.. 491	Dues & Fees	but reimbursed to District	28,550	-		(28,550)	
100.500.351. 510	Fixed Asset	Software > \$5K;	37,561	33,701		(3,860)	
<b>Total 351</b>	<b>Support Services - Technology</b>		<b>1,091,414</b>	<b>1,165,717</b>		<b>78,163</b>	
<b>In-service Training</b>							
100.500.354.. 410	Professional Services		2,000	2,500		500	
100.500.354.. 450	Supplies		1,540	1,000		(540)	
<b>Total 354</b>	<b>Staff Inservice</b>		<b>3,540</b>	<b>3,500</b>		<b>(40)</b>	
<b>Office of Superintendent</b>							
100.500.510.. 311	Cert-Superintendent	1.00 FTE	120,000	123,600		3,600	
100.500.510.. 361	Health/Life Insurance		33,692	36,388		2,695	
100.500.510.. 362	Unemployment Insurance		240	247		7	
100.500.510.. 363	Worker's Compensation		1,200	1,236		36	
100.500.510.. 364	FICA		1,740	1,792		52	
100.500.510.. 365	TRS		15,072	15,524		452	
100.500.510.. 376	TRS On Behalf		21,492	21,492		-	
100.500.510.. 390	Transportation Allowance		1,000	-		(1,000)	
100.500.510.. 410	Professional & Technical Services		4,000	4,000		-	
100.500.510.. 414	Legal Services		40,000	20,000		(20,000)	
100.500.510.. 420	Staff Travel		20,000	20,000		-	
100.500.510.. 450	Supplies/Material/Media		500	500		-	
100.500.510.. 490	Other		500	500		-	
		CEERenewal \$14K, AK Staff Dev Network,					
100.500.510.. 491	Dues & Fees	AASA	17,000	17,000		-	
<b>Total 510</b>	<b>Office of Superintendent</b>		<b>276,436</b>	<b>262,279</b>		<b>(14,157)</b>	
<b>Board of Education</b>							
100.500.511.. 410	Professional & Technical Ser	AASB Board Development	12,000	4,000		(8,000)	
		Nov AASB Annual Conf (3); Dec Winter					
100.500.511.. 420	Staff Travel	Boardsmanship (2); Feb Leg Fly-In (2)	15,000	15,000		-	
100.500.511. 445	Insurance & Bond Premiums		225	225		-	
100.500.511.. 450	Supplies/Material/Media	Boardbook & supplies	3,500	3,500		-	
		AASB Annual Dues \$10,177; AASB Online					
100.500.511.. 491	Dues & Fees	\$4,850	15,027	15,027		-	
100.500.511.. 510	Equipment		5,756	-		(5,756)	
<b>Total 511</b>	<b>Board of Education</b>		<b>51,508</b>	<b>37,752</b>		<b>(13,756)</b>	
<b>District Admin Support Service</b>							



Districtwide Dept. Account Code	Description	Comments	FY2020 Budget	FY2021 Budget	\$ Change
100.500.550.. 324	Non-Cert - Support Staff 3.00 FTE		177,270	180,398	3,128
100.500.550.. 361	Health/Life Insurance	Positions: 1 Payroll Spec., 1	56,052	60,537	4,484
100.500.550.. 362	Unemployment Insurance	AP/Receiving/Purchasing, 1 Admin. Asst.	355	361	6
100.500.550.. 363	Worker's Compensation		1,773	1,804	31
100.500.550.. 364	FICA		13,561	13,800	239
100.500.550.. 366	PERS	\$120,000 salary floor from FY2008 not met (lesser expenditures in FY20)	158,999	159,688	689
100.500.550.. 369	Employee Benefits		735	735	-
100.500.550.. 377	PERS On Behalf		11,478	15,182	3,704
100.500.550.. 410	Professional & Technical Ser	Black Mtn Software	18,000	16,100	(1,900)
100.500.550.. 412	Auditing & Accounting Svcs	AKEBS & Annual Audit	179,000	179,000	-
100.500.550.. 420	Staff Travel		450	3,000	2,550
100.500.550.. 433	Communications		-	-	-
100.500.550.. 440	Other Purchased Services	AS400 Hosting/Storage	4,000	6,500	2,500
100.500.550.. 441	Rentals	Pitney Bowes machine	1,970	1,970	-
100.500.550.. 445	Insurance - Liability		65,000	65,000	-
100.500.550.. 450	Supplies/Material/Media		12,000	12,000	-
100.500.550.. 475	Supplies - Tech Related		600	600	-
100.500.550.. 490	Other		2,000	500	(1,500)
100.500.550.. 491	Dues & Fees		1,000	200	(800)
100.500.550.. 495	Indirect Recovery		(29,790)	(39,000)	(9,210)
<b>Total 550</b>	<b>District Admin Support Service</b>		<b>674,453</b>	<b>678,374</b>	<b>3,921</b>

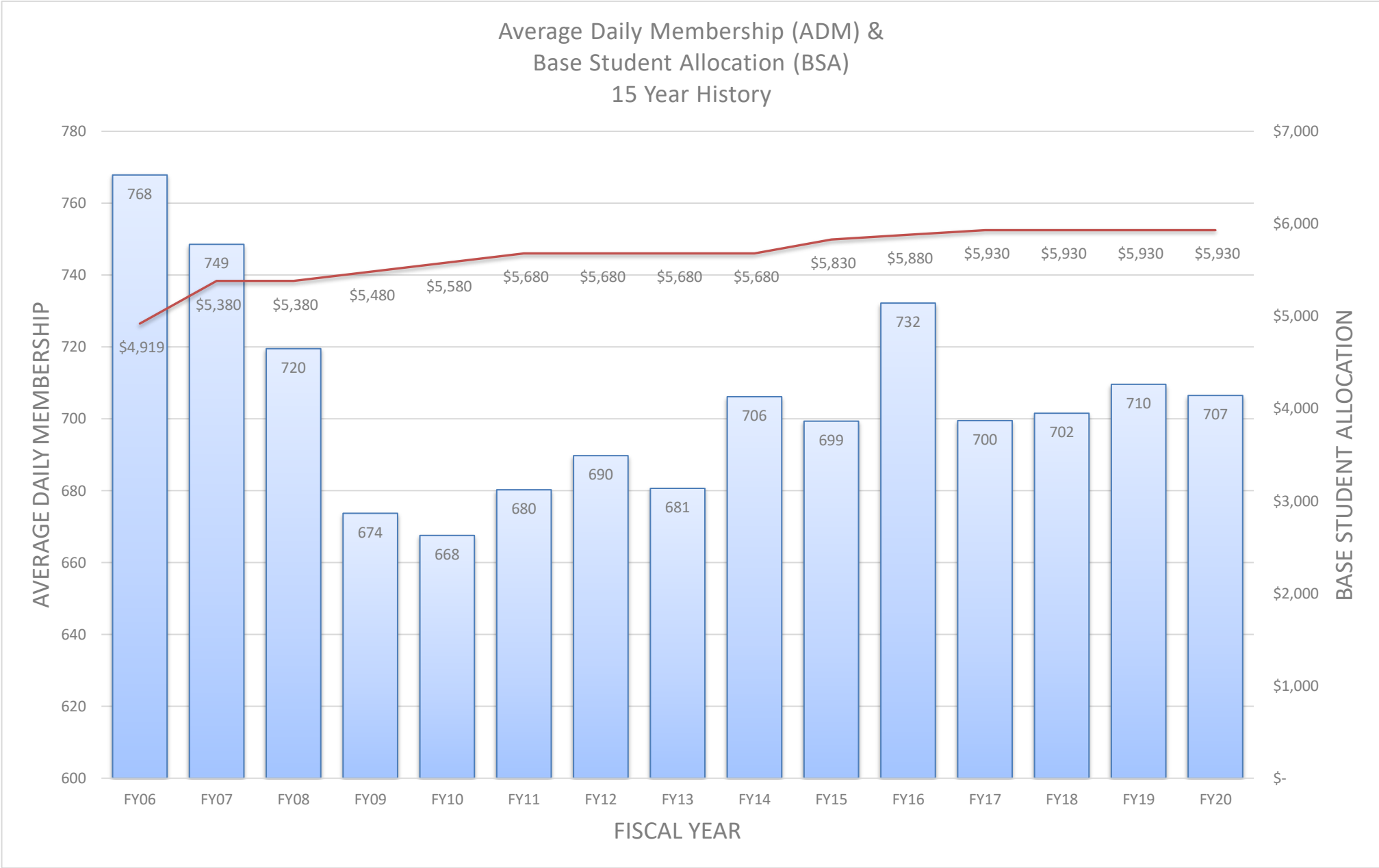
#### Human Resources

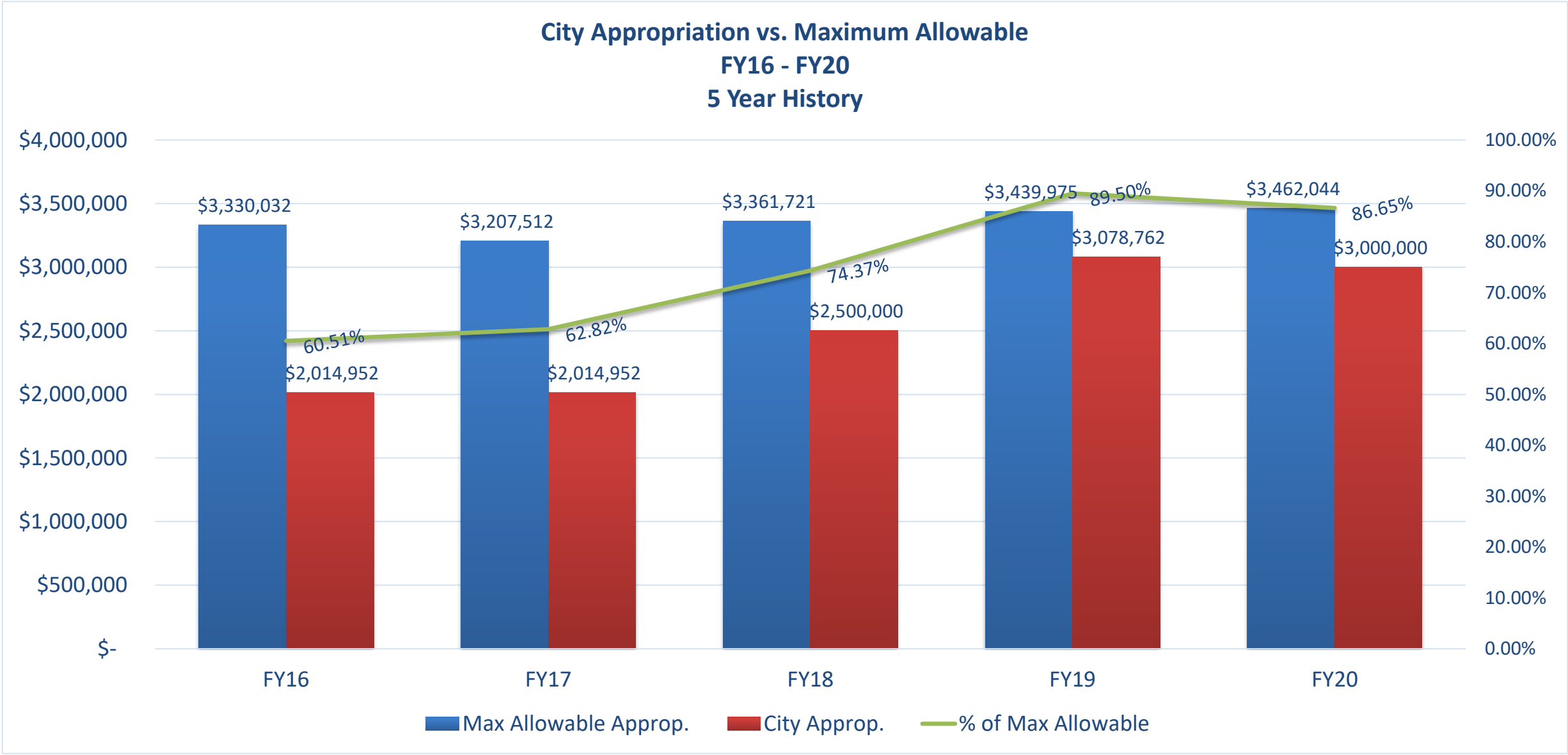
100.500.553.. 321	Non-Cert - Director 1.00 FTE		87,418	88,896	1,478
100.500.553.. 361	Health/Life Insurance		34,667	37,440	2,773
100.500.553.. 362	Unemployment Insurance		178	178	(1)
100.500.553.. 363	Worker's Compensation		891	889	(3)
100.500.553.. 364	FICA		6,820	6,801	(19)
100.500.553.. 366	PERS		19,613	19,557	(56)
100.500.553.. 377	PERS On Behalf		5,787	7,867	2,080
100.500.553. 410	Professional & Technical Ser	Digital Insurance Services	22,800	22,800	-
100.500.553.. 420	Staff Travel	2-4 Job Fairs, DEED Training	12,000	12,000	-
100.500.553.. 440	Other Purchased Services		2,000	2,000	-
100.500.553.. 450	Supplies/Material/Media		4,731	200	(4,531)
100.500.553.. 490	Other Expenses	Job Fair Registration Fees	2,000	2,000	-
100.500.553.. 491	Dues & Fees	ATP	6,000	5,500	(500)
<b>Total 553</b>	<b>Human Resources</b>		<b>204,906</b>	<b>206,128</b>	<b>1,222</b>

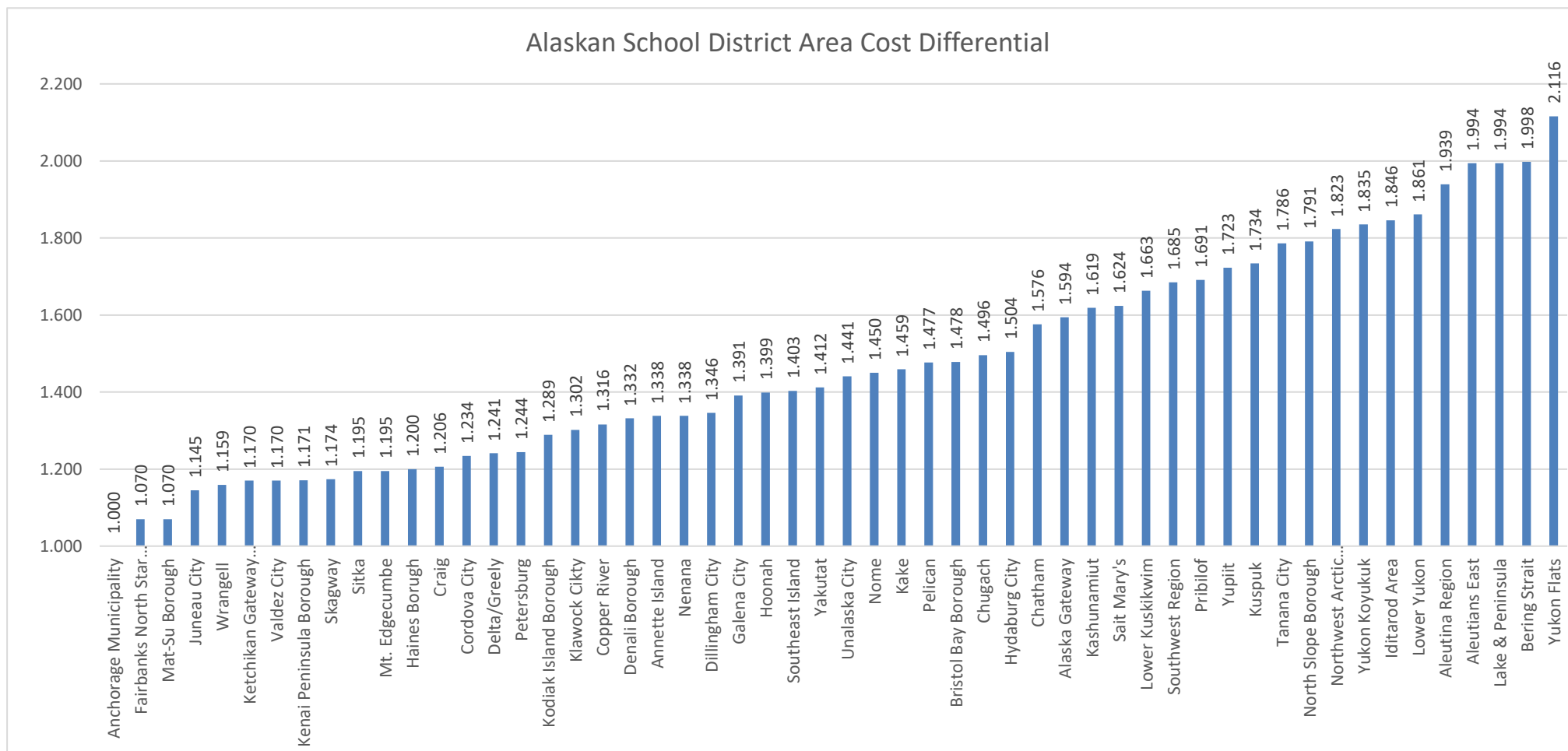
#### Operations & Maintenance

100.500.600.. 325	NonCert-Maint/Custodial 4.00 FTE		253,492	206,792	(46,700)
100.500.600.. 329	Substitutes		2,500	2,500	-
100.500.600.. 361	Health/Life Insurance		30,974	33,452	2,478
100.500.600.. 362	Unemployment Insurance		512	419	(93)
100.500.600.. 363	Worker's Compensation		2,560	2,093	(467)
100.500.600.. 364	FICA		19,583	16,011	(3,573)
100.500.600.. 366	PERS		56,318	46,044	(10,274)
100.500.600.. 377	PERS On Behalf		15,562	16,173	610
100.500.600.. 369	Empl Physicals & Pool Use		2,070	2,070	-
100.500.600.. 410	Professional & Technical Services		-	-	-
100.500.600.. 420	Staff Travel		600	600	-
100.500.600. 432	Garbage		8,950	8,950	-
100.500.600.. 433	Communications		4,000	4,000	-
100.500.600.. 435	Fuel for Heat	Budgeted at sites	-	-	-
100.500.600.. 436	Electricity		44,000	44,000	-

Districtwide Dept. Account Code	Description	Comments	FY2020 Budget	FY2021 Budget	\$ Change
		NMS Maint Svcs (added \$115k mid-year in FY20 due to maintenance/repairs costs)			
100.500.600.. 440	Other Purchased Services		1,041,000	941,000	(100,000)
100.500.600.. 443	Purchase Vehicle Maint		1,000	1,000	-
100.500.600.. 446	Property Insurance		118,900	120,000	1,100
100.500.600.. 450	Supplies/Material/Media		5,000	1,000	(4,000)
100.500.600.. 453	Custodial Supplies		1,000	1,000	-
100.500.600.. 458	Gas & Oil		30,200	30,200	-
100.500.600.. 490	Other Expenses		500	-	(500)
<b>Total 600</b>	<b>Operations &amp; Maintenance</b>		<b>1,638,723</b>	<b>1,477,304</b>	<b>(161,419)</b>
<b>Transfer of Funds</b>					
100.000.900.. 552	Food Service		150,000	150,000	-
100.000.900.. 553	Pupil Transportation		40,000	40,000	-
100.000.900.. 554	CIP Fund	CIP major maintenance	420,000	250,000	(170,000)
<b>Total 900</b>	<b>Transfer of Funds</b>		<b>610,000</b>	<b>440,000</b>	<b>(170,000)</b>
<b>Total 100</b>	<b>General Operating Fund</b>		<b>\$ 4,955,969</b>	<b>\$ 4,645,393</b>	<b>\$ (306,716)</b>
<b>Total</b>	<b>District Wide</b>		<b>\$ 4,955,969</b>	<b>\$ 4,645,393</b>	<b>\$ (306,716)</b>







# **Nome Elementary School**

**Box 131 • Nome, Alaska 99762**

Phone: 443-5299 Fax: 443-2850

Elizabeth Korenek-Johnson  
Principal



Elizabeth Dillman  
Assistant Principal

April 4, 2020

Dear Board Members,

Well, the month of March has found us in a completely different situation than any of us had expected. With the world pandemic of COVID-19, it seems the whole world has shut down. Education, however, continues. It's just starting to look a little different.

In the week of March 23<sup>rd</sup> NES teachers and staff worked to create paper packets for students at all grade levels. We collaborated via Zoom or Google Hangouts as a whole staff, as grade-level teams, and as bi-level teams to plan for what packets should look like. The materials were assembled by Friday, and sorted by household for efficient pick-up/delivery, and sat over the weekend as a precaution. Distribution began Monday, March 30. Teachers are in frequent contact with families, checking in on how things are going, and what adjustments need to be made for students. At this time, materials provided are review of concepts already taught. We have a system set up for returned work to sit for 48 hours before being distributed to teachers, and continue providing materials to families by pick-up or delivery.

Most staff are working from home the majority of the time. Those staff that do report to the building are practicing strict social distancing. Collectively we are wiping down common surfaces more frequently, and keeping a six-foot distance from one another. Staff can choose their work hours throughout the day, including when they enter the building. All staff members are required to report via a shared work log each day. Elizabeth and I are able to check in with staff using this tool, give feedback, and offer suggestions. Teachers are also tracking families communications in contact logs. There is a collective effort to make sure classified staff are given projects to help in the process. The goal is that all have meaningful work during this closure, and that our students are still being served by staff.

We would like to highlight one particularly exciting program that took place in the first half of March. We had five coaches from SkiKu come in and take our 4<sup>th</sup> through 6<sup>th</sup> grade students out skiing each day the week before spring break. Through a partnership with Nome Nordic, we were also able to expand our ski/boot inventory with some smaller sizes, allowing us to include younger students in the after-school programming with SkiKu. Third graders joined in on the fun after school. The skis and boots reside in the school and can be used by classes or afterschool clubs throughout the ski season. A special thanks to SkiKu, Nome Nordic (Keith Conger) and Leonard Lastine who coordinated SkiKu's visit this year. The kids had a great time, and earned some great outdoor fun experience.

Our “Inupiaq Phrase of the Week” for March was:

- Uvagnagraq tiginaluqtuk (oo-vung-nah-zak tee-gee-nah-luk-tuk) “Spring is almost here!”

Our values of focus were:

- Love of Children, Nagguagikyuk ilagit; and
- Respect of Elders, Utuqannat kammagiralui

School Counselor Focus: Strong Communication (I-messages)

## Statistics

In the month of March school was in session 10 days. During that time:

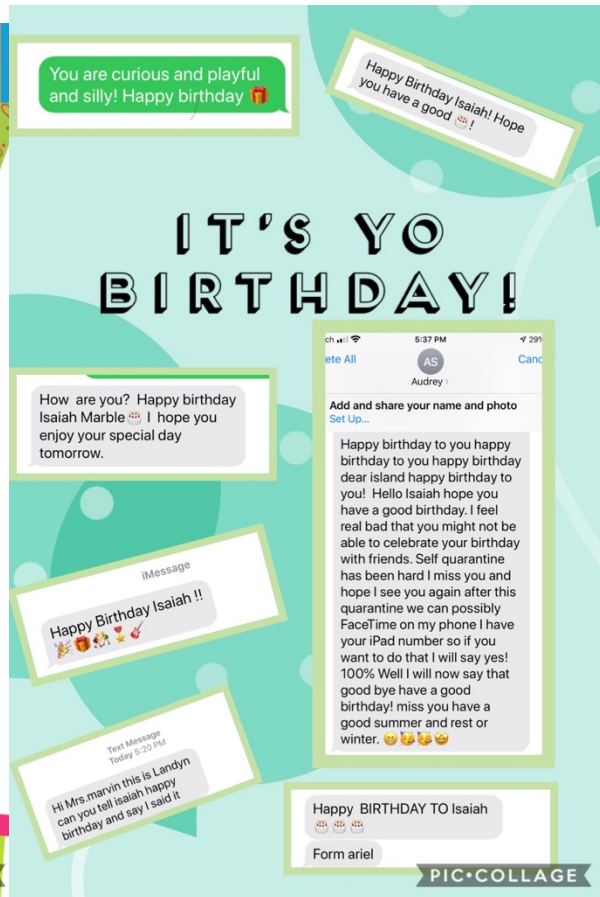
- We served 2,276 student breakfasts;
- We served 2,222 student lunches;
- Our attendance rate was 86%.

*Nome Elementary School provides a positive and welcoming environment where our culturally-diverse students, staff, and community members are valued through mutual respect, collaboration, safe interactions, and enriching experiences. Clear and high expectations serve as guidelines to reach success and wellness for all students in this rapidly-changing world.*









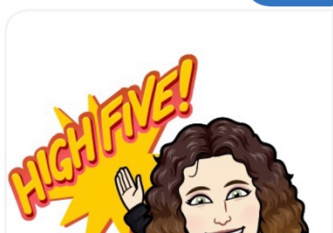
RS  
Having a hard time with getting him to put the sounds together to make a word

Try having him hold each sound out until he says the next sound. Then I tell him, say it fast. For example, reading mat "mmmmmaaat" say it fast, "mat". You can model reading a word like that and then have him try one. Hope that helps!

RS  
That worked!!!!!!!!!!!! Thank you!



Yay!!!!



Send a message, photo, or voice clip

- 1-3) 3<sup>rd</sup> – 6<sup>th</sup> Grade Students skiing week of March 9 with SkiKu coaches.
- 4-5) Examples of teachers keeping in contact with students and families during distance delivery.
- 6 (below)) Some ADORABLE kindergarten students practicing their sight words at home.





## **ACSA Board Report, April 15, 2020**

Lisa Leeper, Principal

### Enrollment / Attendance Update

- There were no changes to enrollment in March.
- Due to the Coronavirus outbreak, school has been closed until May 1, 2020, if not longer. The items listed in this report will focus on how ACSA has addressed schooling from home and our open enrollment process in terms of the closure.

### Classes and Activities

- A Google Survey helped us determine each family's home school supplies, electronic devices, and online access. To make sure all families were accounted for, calls were made to those parents who did not complete the survey.
- Students will receive school work on a weekly basis. Parents can elect either paper copies or online work through Google Classroom. Checklists and schedules are provided to help parents and students learn how to pace the work given.
- ACSA teachers are keeping a collaborative record of family communication in an attempt to make contact with a parent or child at least once a week.
- Chrome books have gone home to 22 students. All families were notified of the availability. All families reported having access to internet or data, at least for email or text communication purposes.
- We are feeling fairly confident that all students are doing school work to some degree and have access by email or Google Hangout (video or audio chat) to their teacher when needed. School work is mostly review of key concepts and skills as applied to new and leveled reading material. At this point, math lessons are moving along at a slower pace with aid from a teacher.

- Though we try to think things through before putting plans into place, some things may need to be modified as more is learned about schooling from home.
- The 4th Quarter grades will be excused if they do not improve the student's overall score for the semester.
- Many school events that normally happen during the 4th Quarter have been cancelled including, but not limited to, these:
  - 4th quarter electives taught by parents and community members
  - PEAKS and Spring MAP testing
  - 8th Grade trip to Washington, DC (hopefully postponed)
  - Artist in Schools residency with theater educator, Paul Schweigert
  - Spring Formal, concerts, last day family potluck, etc.

## Open Enrollment

- April is "Open Enrollment" month for ACSA. Normally we visit the 4th grade classrooms, host an Open House, and offer an evening to assist families in filling out an application. This year, we are reaching out to 4th grade families by email and phone. Information about open enrollment is also being distributed through radio stations, FaceBook, NomeAnnounce, and fliers in grocery stores.
- Our website has been updated to include an **online application**. Assistance by phone is still available.
- For more information about this year's application process, visit the ACSA website at <http://www.anvilcityscienceacademy.org/>



# Nome-Beltz Jr/Sr High School

PO Box 131 Nome, AK 99762

907-443-5201

Date: 04-06-20

To: NPS Board

From: Jay Thomas and Caen Dowell

Subject: April Board Report

Current Enrollment: 247

Due to the current pandemic, NBHS has been busy exploring the most effective means of delivering a quality academic program. The following bullet points will outline our current practices. We expect that this process will change as we learn and move toward a digital model.

- We have over half of our staff working from home and half either helping with daily meals, or working from their classroom
- NBHS has six people on bus (meal delivery) routes every day
- NBHS has two people helping to prepare meals daily
- SPED aides are either working with IEP students or preparing meals

The instructional staff have been contacting students and parents for wellness checks, but also to assess the digital capabilities of each household. Every home is being contacted at least once a week. The process we are using to deliver our academic program is as follows:

- The first week our staff prepared paper packets for every student
- Textbooks and other printed resources were delivered to each home
- The packet included work from all core classes and elective classes that could be done at home. For example; Spanish, Forensic Science, Design Technology
- NBHS used 5 teams to deliver over 250 packets to the homes of our students on Monday 3-30-20
- By Monday 4-06-20 we had a good idea of the connectivity of each student. We still delivered over 200 packets, but a lot of the packet was resource material
- We estimate that 80% of the high school and about 70% of the Jr. high school has connectivity

- The main platform we are using for digital instruction is Google Classroom. Every student at NBHS is already familiar with the program, so that part of the distance delivery has been seamless
- Teachers are beginning to embed short (5-10 min.) direct instruction videos within Google Classroom. This allows teachers to introduce new concepts with questions and clarification coming through email, text or Google meet/hangouts
- Many of the high school teachers have been using the “Remind” application to contact and stay in touch with students. This app lets teachers send out mass texts or to a single student, but it blocks personal phone numbers. In the past couple of weeks most of our middle school teachers have been getting parents to join the Remind app.
- NBHS is in the process of getting computers out to students that need them. Parents must first sign a new usage contract in order for a computer to be checked out and delivered
- NBHS teachers are still putting at least two grades per week into power school
- If a student’s grade is lower in the 4<sup>th</sup> quarter than 3<sup>rd</sup> quarter their semester grade will default to the higher grade. If their 4<sup>th</sup> quarter grade is higher than their 3<sup>rd</sup> quarter grade then the semester grade will be averaged between the quarters

Our seniors are still working on scholarships and applying for post-secondary programs. Caps and gowns are on the way and diplomas have been ordered. The graduation related celebrations will be adjusted to our current pandemic situation. NBHS will look for ways to highlight their accomplishments.

Our goal is to have every class meet in a Google meet/hangout at least once a week and for the majority of our students interact with teachers through Google Classroom several times per week. We will continue to deliver work packets on Monday afternoon and pick up any student work at that time.

Many of our teachers are working more hours than before the move to crisis schooling. I believe the outcome of this work will help move instruction forward at a greater rate as we resume normal operations at NBHS.

Ava Earthman  
4/8/20

## Board Report:

Quarantine-Schooling has begun!!

### **Sports:**

**-Basketball:** The basketball and cheer teams traveled to regions the weekend before everything got shut down. Our tournament got canceled and rescheduled several times but ended up being a one-day, single-elimination tournament. The cheer team placed second.

### **School Happenings:**

-After a surprising two week spring break, we finally got a system figured out to continue schooling from the safety of our own homes! The teachers send us packets every week with all our homework, which we return the next Monday.

-The packet includes a really fun packet containing “superhero workouts”, tips on how to stay calm, and easy recipes.

-The senior class had a group phone call to check up on one another and make plans for Quarantine Graduation. It was really nice to hear from everyone and we’re making the best of the situation.

Special Education Board Report, April 2020  
Nadene Parshall, Special Education Director

**Special Education Department**

- 79 Active SpEd caseloads
- 10 Current paraprofessionals
- 1 Administrative Assistant
- 5 Special education teachers
- 1 Speech pathologist

**Current Events**

- The teachers have sent work packets home for the students.
- The teachers are working with their special education students via email, phone, teletherapy and the internet.
- We are continuing to conduct special education meetings via ZOOM and it has gone very well.
- We are now waiting for the state to respond to our eligibility and claims request for Medicaid.
- The Child Find work day was cancelled.
- We are working on year end paperwork and reports from the State.





**Human Resources Manager-School Board Report**  
**April 14, 2020**  
**Cynthia Gray, NPS HR Manager**

**RECRUITMENT/RETENTION**

**New Hires 2020-2021/Certificated:**

1. Karen Brown/SPED Teacher
2. Michael Hautala-SPED Director
3. Joy Foret-SPED Teacher
4. Jessica Smyke-ACSA Science/Math

**Current vacancies for the 2020-2021 school year:**

1. Special Education Teacher/ELA/Math
2. Special Education Teacher 6-12
3. Music/Drama 6-12
4. Music/Art K-5

**Current vacancies for 2019-2020 school year:**

1. School Secretary/NES
2. Behavior Specialist/Nome Elementary

**PERSONNEL PROJECTS**

Certificated negotiations are complete with NPS and the Certified Association team. Negotiations went very smooth and both NPS and the certified association team members felt very comfortable with discussions and the successful outcome. HR continues to advertise for certificated openings listed above. After attendance in March, at the Anchorage ATP Job Fair was not so successful. Due to the start of COVID-19 and the pull out of ATP during that job fair in Anchorage. Very few School Districts stated in Anchorage for the remainder of the fair. NPS was able to interview a small number and come home with one teacher signed up to work in Nome.

**EMPLOYEE BENEFITS.**

With the current situation with COVID-19, many NPS district staff are working from home and learning new ways to communicate and connect via distance learning and virtual meetings. It has been challenging, but NPS continues to strive to provide successful education to our students, and continue to provide the best benefits to our valued employees. HR has been learning what the new laws are related to COVID-19 and pass on the latest news as it relates to employee benefits available to our employees. The Department of Labor has issued its first wave of guidance regarding the Families First Coronavirus Response Act (FFCRA). The guidance contains important information regarding the calculation of leave, details regarding eligibility, and how the law interacts with the FLSA and FMLA. HR continues to provide the HR assistance to employees as needed.

**STAFF RECOGNITION/EMPLOYEE ACTIVITIES/FUNCTIONS**

There are no employee functions/activities planned in the next month.

I am happy to answer any questions the board or anyone may have of me.

Quyanna.

Respectfully submitted.

*Cynthia Gray*

**Nome Public Schools**  
**Director of Technology Report**  
Jim Shreve  
14 April 2020

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## **COVID 19 Response**

Tech Dept personnel have responded to COVID 19 by preparing student devices for home use, placing insurance on those devices, beginning the conversion of existing student Mac devices to ChromeOS, and leveraging empty classrooms so we can remove the Promethean Boards and prepare to install the ViewSonic Interactive Panels.

As of 07 April 2020 we have issued 42 ChromeBook computers for student use at home. We will continue to prepare and issue student devices as Home Use Agreements are completed by Parents / Guardians.

As teachers complete their in person “live” training on the ViewSonic panels they are scheduled for their panel install. To date we have removed all Promethean Boards that are being replaced with ViewSonic Panels at NBHS as well as ACSA, mounts for the ViewSonic Panels are installed in all classrooms at NBHS with 8 of 15 panels installed. All mounts and panels are installed at ACSA. We started Promethean Board removal at NES on 07 April 2020 and expect to be complete with removals and ViewSonic mount installs by 14 April 2020.

## **Nome Public Schools Board Facilities Service Report, April 2020.**

John W. Mortensen, Facilities Director

John.mortensen@nmsusa.com

907-244-4121

For the Month of: **February Work Order Report**

### **This Month to Date Maintenance Snapshot:**

- **Scheduled Work in Progress:** 40
- **Unassigned:** 40
- **Scheduled Work Orders Completed:** 17 (This number does not provide an accurate picture of the situation)
- **Declined:** 46
- **Preventative Maintenance Work Orders Removed from School Dude but not Completed:** 403
- **Open Preventative Maintenance Work Orders:** 52
- **Open Facilities Schedule Work:** 108
- **Other Open Work:** 45
- **Total Open Work Orders:** 205
- **Preventative Maintenance:** 0

### **Injuries & Accidents**

**0**

### **Employee New Hires**

**0**

### **Employee Departures**

- Travis Wilkerson - Maintenance Technician

**Staffing:** Have ads running in the Nome Nugget and around Alaska for Custodial Supervisor, Maintenance Tech I-III, and Maintenance Tech III.

### **Major Work Accomplished:**

- No major work is being accomplished in either the Maintenance or Custodial departments within the School District Facilities Department overall. Currently, nothing will change on the list that was here, so we removed it for the time being to eliminate redundancy and focus on some critical issues.
- Because we do not have the workforce to currently do any tasks other than snow removal, fix a few toilets, and do our regularly scheduled daily tasks like opening the school, checking gauges and levels of fuel oil, etc. in the Maintenance Department.
- We will update the list once we establish new staff and can work on it.

## **Safety Concerns:**

### **Tunnel Ceiling Crack and concrete failure.**

- We were notified of concrete falling from the ceiling of the High School Access Tunnel on Friday afternoon 3-20-20.
- We immediately notified the NSD Superintendent Jamie Burgess after we reviewed the issue in person.
- It was decided after further discussion that day to close all access to the tunnel system until we can have a structural engineer review the situation.
- We also rerouted vehicle and snowplow traffic across the tunnel to the outside perimeter of the property.
- We have been in close contact with John Blees Senior Engineer and Kraig Hughes Senior Civil Engineer for Bristol Engineering Services and providing them with measurements, locations, pictures, and information on the current condition of the situation.
- We are waiting on coordination and scheduling of possibly shoring the area in question and getting a structural engineer on-site to review the situation and tell us what to do.

### **Coronavirus**

- We have directed all our maintenance and custodial employees to keep 6-foot distance, wear rubber gloves while working. We have posted or sent out the Coronavirus literature we have received from the Nome School District and Nana Corp.
- We have ordered two new Protexus Electrostatic Backpack Sprayers with Coronavirus rated PurTabs disinfectant to try and see how they work to start spraying the School district buildings interiors. It is a method to disinfect large areas with a sprayer as opposed to wiping everything down by hand.
- We also have also ordered and our trying new coronavirus rated disinfectant solution cleaners Multi-Task Wipes (Item #1033703) 100/Roll, 6 Rolls Case

## **Pool and Gym Area Problems Nome Beltz High School**

We proposed to the City of Nome that we repair these two issues below first to get the airflow back into the pool area and gym. We have separated the approximate cost of the Fan Balancing contractor for the pool area so we can propose that the City pay for that portion and we pay for the balance

We don't believe there was anything on our master pool repair list that precedes the importance of these two below. We will continue to work on the balance of the list once we get these two issues fixed.

### **7) Exhaust Fan Shaft Failure**

Solution #7 Purchase, install, balance new shaft and clean and paint fan wheel by Air Handler Services \$3,240.60 plus freight buys you a new shaft and two new bearings.

Parts	\$2,424.00
Sand Blaster sand and paint	\$816.00
3,240.60	
Freight	\$300.00
Contractor to balance fan in place	\$2,340.00
Total Cost Parts	\$5,880.00
NSD Labor	
Labor 7 days Tech III	\$2,344.16

Total Cost Parts and Labor	\$8,224.16
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**13) Pool Entry Door Repairs**

Solution #13 Remove door footer in summer and replace it. Reattach the door frame to building and rebuild the decayed structure.

Parts	\$1,635.00
-------	------------

NSD Labor

Labor 4 days Tech III	\$1,339.52
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Labor 2 days Tech I	\$1,255.68
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Total Cost Parts and Labor	\$4,230.20
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Nome Public Schools Board Report  
Megan Hayes  
Director of Federal Programs

April 8, 2020

### **Consolidated Grant/Title I-A/Title I-C/Title II-A**

- Tutoring ended with the closing of school.
- Swimming lessons finished up on one of the last days the pool was still open to the public. This session welcomed 20 children ages 6-9. Thank you to Grace D'Antonio, lead instructor, and her assistant, Rachel Burgess, for providing another successful swim session.
- Order forms for the Summer Fish Camp Back Packs will be available on or before April 15<sup>th</sup>. Back packs will be made available for migratory students and will include books, supplies, rain gear and boots.

Information from DEED regarding funding changes due to COVID-19:

- 1) The definition of “professional development” has been redefined. In the past, the PD was required to be part of an ongoing, job embedded, training in order to receive funding. With the need for teachers to learn to use new technologies, funding for PD will now include one-time stand-alone trainings and workshops.
- 2) At this time, unspent consolidated funds will most likely carry-over to FY21 (pending approval of waivers filed by the state on the districts’ behalf). However, no decision has been reached on carry over funding for migratory students (Title I-C).

**Johnson-O’Malley-** The unspent funds roll over from year to year 100%

### **Federal/State Reports**

**Federal Reports-** I attended the Webinar for Part2 of the EASIE grant (also known as Indian Education) This grant will cover the salaries of 2 teachers and an aid. Work on this grant has started. We are currently waiting for guidance on several requirements that maybe waived due to COVID-19.

### **Assessments**

**WIDA-**Assessments were completed at the elementary school prior to the closure. Assessments at the junior high and high school were not completed in full. The assessment has been cancelled statewide, however, completed assessments will be scored.

**PEAKS and DLM-** As of this time the State of Alaska has applied for a waiver to cancel the ESEA requirement to assess students in grades 3-9. DEED has assured districts that the waiver will be granted.

**Additional Travel** effects our students.

<b>Current Enrollment</b>	<b>1/7/20</b>	<b>2/5/20</b>	<b>3/6/20</b>	<b>4/8/20</b>
Nome Elementary School	376	382	373	375
Anvil City Science Academy	60	60	60	60
Nome-Beltz Junior Senior High	267	256	254	247
NPS Extensions Correspondence	18	23	23	23
PreK for SPED Svcs. Only – not included in enrollment count	3	3	3	3
<b>Total Enrollment K-12</b>	<b>721</b>	<b>724</b>	<b>713</b>	<b>705</b>



## SCHOOL BOARD COMMUNICATION

**Title:** Certified Association Negotiated Agreement

**Date:** April 14, 2020

**Administrator:** Jamie Burgess, Superintendent

**Attachments:** FY21-FY23 Certified Association Agreement

<input checked="" type="checkbox"/>	Action Needed	<input type="checkbox"/>	For Discussion	<input type="checkbox"/>	Information	<input type="checkbox"/>	Other
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## BACKGROUND INFORMATION

With the expiration of the current Certified Negotiated Agreement on June 30, 2020, the Association and District negotiated teams met in February and March and utilized a collaborative bargaining model for negotiations for a new agreement. The Association ratified the finalized agreement and the administration now presents the agreement to the Board for approval.

Significant changes to the new agreement include modification and removal of language around Association dues and agency fees, as a result of the recent Supreme Court decision in the Janus v. AFSCME, which disallowed unions from collecting agency fees from employees who chose not to pay membership dues, and determined that employees must submit requests in writing to their employers to deduct association dues. In addition, the salary schedule was significantly revamped to eliminate “locked” steps, increase starting salaries for some columns, and provide logical percentage progression in step increases across the schedule. The District has agreed to allow the use of Continuing Education Units (CEUs) for progression across the salary schedule for employees as well.

The District has felt that salary was an important investment in our retention and recruitment efforts, as it has been difficult for Nome Public Schools to compete both with other local districts and like-sized districts around the state. The new salary schedule improves competitiveness for new employees and also rewards employee longevity.

The Administration would like to recognize the work of the Association’s negotiation team members: Jennifer Shreve, Patricia Murphy, Rebekah Albertson and Jeff Collins.

Nome Public Schools  
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Nome, AK 99762  
907-443-2231 – [www.nomeschools.org](http://www.nomeschools.org)

## ADMINISTRATIVE RECOMMENDATION

The administration recommends approval of the Certified Negotiated Agreement for the term of July 1, 2020 through June 30, 2023.

**Sample Motion: I move to approve the Certified Negotiated Agreement for the term of July 1, 2020 through June 30, 2023.**

# **NEGOTIATED AGREEMENT**

**NOME PUBLIC SCHOOL DISTRICT  
BOARD OF EDUCATION**

**&**

**NOME EDUCATION ASSOCIATION**

**July 1, 2020 - June 30, 2023**

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Brandy Arrington, President  
Nome Board of Education

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Jennifer Shreve, President  
Nome Education Association

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Date

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Date

## **PREAMBLE**

In the spirit of cooperation, the Nome Public School District Board of Education and the teachers of the Nome Public School District enter into an agreement which recognizes that teachers, members of the Board, students and parents in the community are partners in the education of children attending Nome Public Schools.

Let it also be recognized that the Nome Public School Board, teachers, and administration will continue improving our educational system by supporting and implementing a K-12 Curriculum aligned with the Alaska State Standards

It is believed that a spirit of cooperation must exist on the part of the teaching staff and the Board of Education if maximum benefits are to be achieved by the children attending the Nome Public School District.

It is recognized that the families of the Nome School District students are an interested and legitimate party to the educational process of their children and that teachers will adhere to all policies which involve members of the public. The Board recognizes that in all cases, state laws and regulations as well as legal claims of individual parents, legal guardians, teachers or students will receive due process.

The Nome School Board recognizes the Nome Education Association for the duration of this contract as the bargaining agent which represents the certified teachers of the District and will do everything possible to work with the Nome Education Association to meet the local prevalent needs of the teaching staff in a spirit of cooperation which will offer ultimate educational benefits for students attending the school.

The Nome Education Association recognizes the legal powers and prerogatives of the Nome School Board as the duly elected representatives of the community served. In all matters of consideration, the educational needs of the students will be the first and foremost consideration.

This Preamble is not in and of itself grievable as a term of this agreement.

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## DEFINITIONS

1. The "Superintendent" is the Superintendent of the Nome Public School District or designee, and hereinafter is referred to as the Superintendent.
2. The "Board of Education" is the school board of the Nome Public School District.
3. As used in this agreement, "teacher" and "certificated employee" are synonymous representing a person who is required by the District to hold a valid Alaska Teaching Certificate to include Type C or Type M Certificates. Principals, Superintendents, Directors and JROTC Instructors are excluded.
4. The "District" is the Nome Public School District.
5. "Association" is the Nome Education Association.
6. "Day" shall mean calendar day unless otherwise specifically stated in the agreement.
7. "School Day" shall mean a day of school according to the District's official calendar, including teacher work days and in-service days, but not including holidays or vacation days.
8. "Immediate" family (4 AAC 15.040) is defined as: husband and wife; father and son, or daughter; mother and son, or daughter; brother and sister.
9. "Extended" family is defined as: step-child, foster child, grandchild, grandparent, aunt, uncle, spouse's parents, brother/sister-in-law, nieces and nephews.
10. "Parties" shall be defined as the Nome Education Association and the Nome Board of Education.
11. "Serious Health Condition" for the purpose of this agreement shall be defined as that under provisions of the (Federal) Family and Medical Leave Act of 1993 (FMLA).

For more information on Alaska Statutes related to this negotiated agreement, go to <http://touchngo.com/>

## ARTICLE I: GENERAL PROVISIONS

### A. Scope of Agreement

This Agreement is the sole and complete agreement between the Board and the Association and, as such, it is understood by both parties that no further negotiations concerning this specific agreement shall take place, except by mutual consent, until after December 15 of the fiscal year in which this Agreement terminates for the purpose of negotiating a successor Agreement.

### B. Conformity to Law

If any article or part of this Agreement is held to be contrary to law by a court of competent jurisdiction, or if compliance with or enforcement of any Article or part should be restrained by such court, the remainder of the Agreement shall not be affected thereby. The parties to this Agreement will meet within twenty (20) days of such holding to resolve the original intent within the parameters established by law. Any resolution agreed to by the parties will be signed and shall become addendum to this Agreement.

### C. Duration

This Agreement, and each of its provisions, is binding and effective on the date of ratification by both parties and shall remain in full force until June 30, 2023.

## ARTICLE II: NEGOTIATIONS

### A. Procedure

1. Negotiations may be requested by either party on wages, hours, and working conditions with such request being made between December 15 and January 31 of the school year during which the Agreement expires. Notice will include the requested bargaining model to be used. Said notice shall be deemed to have been given when presented in writing, postmarked with return receipt requested, or emailed by January 31 or hand delivered from the Board President or Superintendent to the Association President or from the Association President to the Board President or Superintendent. If neither party gives written notice within the period specified, the expiration date of this agreement shall automatically be extended one (1) year.

2. The first meeting shall be held within ten (10) school days after the receipt of the negotiations request at a place and time mutually acceptable by both parties. A request for an extension of up to 10 school days will not be unreasonably denied. At this first meeting ground rules will be established and if the traditional bargaining model is used, initial proposals will be exchanged. If collaborative model is selected, a list of topics to be considered will be generated by the team at the first meeting.



B. Negotiating Items

1. A minimum of three (3) and no more than five (5) designated representatives of the Board will meet with a minimum of three (3) and no more than five (5) representatives of the Association for purposes of negotiation. Neither party will attempt to exert any control over the other's selection of its representatives.

2. The negotiations will be closed unless both parties mutually agree to open the sessions. Consultants may be used as recognized experts to address a specific proposal or item under consideration by the parties.

C. Impasse Resolution

Upon written notification by either party to the other party that negotiations have terminated in a stalemate, mediation shall be conducted as provided by State Statutes.

D. Ratification

The Agreement will be ratified when a majority of both the Board and Association have voted to accept the Tentative Agreement.

**ARTICLE III: SALARY AND BENEFITS**

A. Salary

2020-2023 Salary Schedule	Column A	Column B	Column C	Column D	Column E	Column F
Steps	B	B+18	B+36/M	B+54/M+18	B+72/M+36	B+90/M+54
0	51260	51800	53508	55206	57204	59014
1	52952	53509	55274	57028	59092	60961
2	54699	55275	57098	58910	61042	62973
3	56504	57099	58982	60854	63056	65051
4	58369	58984	60928	62862	65137	67198
5	60295	60930	62939	64936	67287	69416
6	62285	62941	65016	67079	69507	71706
7	64340	65018	67162	69293	71801	74073
8		67163	69378	71580	74170	76517
9		69380	71667	73942	76618	79042
10		71669	74032	76382	79146	81650
11			75883	78291	81125	83692
12			77780	80249	83153	85784
13				82255	85232	87929
14				84311	87363	90127
15					89547	92380
16						94689

\* Add \$1000 each year to contract for end of lane - Must spend one year at the end of lane on new schedule

\* Added \$500 to starting salary (Step 0) for Columns A & B, \$300 to starting Salary (Step 0) for Column C

**\*No teacher shall be reduced in salary due to the restructuring of the schedule.**

**B. Placement on Scale**

1. Teachers holding a Bachelors' Degree may receive up to eight years of combined in-state and out-of-state teaching experience. Teachers holding a Master's Degree may receive up to ten years of combined in-state and out-of-state teaching experience on the salary scale. Step placement for out-of-state experience will be limited by state statute (Sec. 14.20.220.).

2. Official transcripts or certificates of attendance for CEUs will be considered for salary placement adjustment for the current year if received in the district office prior to October 1 and shall be retroactive to the beginning of the school year. Within ten days of receipt of the official transcripts from the teacher, the Personnel Officer will have determined his/her status. Payroll adjustments for credits submitted and approved prior to the start of the school year will be run with the September payroll. Payroll adjustments for credits submitted and approved after the beginning of the school year will not be run prior to the December payroll. Transcripts received October 2 or later will be considered for adjustment in the subsequent school year.

**3. Credits**

a. Credits listed in the salary schedule are based on semester hours and Continuing Education Units (CEU) used only for Nome Public Schools (15 clock hours = 1 CEU). Any graduate credit or CEU that directly relates to one's present teaching assignment or endorsements must be reviewed and approved by the Superintendent. Any credit to attain an additional endorsement on an Alaska Teacher Certificate must be pre-approved by the Superintendent to qualify for movement on the salary schedule.

b. Credits for movement from B+36 to B+54, B+54 to B+72, and from B+72 to B+90 must be graduate-level courses or pre-approved Continuing Education Units (CEUs) that relate to the teacher's present teaching assignment or additional endorsements under Alaska Teacher Certificate.

c. In all circumstances when pre-approval or approval for credit submitted for movement on the salary schedule to the next column is not granted a written explanation will be provided to the teacher by the Superintendent.

d. Only hours earned after a teaching certificate has been earned will be considered for advancement on the salary schedule.

4. It is the responsibility of the teacher to provide the District with proof of credentials, credits and experience. Credits which the Personnel Officer deems questionable may be appealed to the Superintendent for final determination within 30 days from the Personnel Officer's decision.

C. Paycheck Deductions

Certificated personnel may have the following deducted from their payroll in addition to those deductions required by law: Association dues or fees, employee contributions to annuities, health insurance and arrearages to the retirement system for outside service. Special deductions, as agreed to by teachers and the District, may be arranged.

D. Pay Periods

Teachers shall be paid on the last business day of each month, starting in August. Teachers will be paid in 12 equal payments and shall have the option of collecting their June and July paychecks with their May paycheck. After their selection is made, it must be followed. The Superintendent may make exceptions, if circumstances demand/merit.

E. Pay Advances

All teachers new to the District may choose after eight (8) days into the school year to obtain a single pay advance on their salaries of either \$1000.00 payable through payroll deduction over three (3) months or \$2000.00 payable through payroll deduction over six (6) months. This advance shall be deducted from the teacher's first three or six paychecks of the contracted year.

F. Physical Exams

If the District requires a medical examination as a condition of employment, the District will cover the cost.

G. Term Life

The District shall provide and pay premiums for a term life insurance policy in the amount of \$10,000 with accidental death and disability for each teacher. Upon the death or disability of a teacher, benefits will be paid by the insurance carrier directly to the beneficiary subject to the terms and conditions of the carrier. All benefits under this provision shall be subject to the "master contract" between the District and carrier.

H. Wellness

1. A teacher and his/her children and spouse may use the equivalent of a 90-punch pool pass per year.

2. To further promote wellness the District agrees to provide use of school gym and weight room facilities for wellness activities for certificated employees and their

families. ("Families" in this section shall be defined as employee, spouse and dependents) No family member may access school facilities without the supervision of the certificated employee.

3. The activities in the schools must be pre-approved by the Site Administrator and scheduled through the appropriate person for each school.

4. The employees agree to follow the established building use procedures which include restoring the environment and securing the building, and to post a teacher use schedule in the teachers' workroom to encourage others to join in their activities.

5. The privilege may be revoked for those users not in compliance with the procedures.

I. Health Insurance

1. The District shall provide major medical, vision, audio, and dental insurance for the teacher and the teacher's spouse and dependents.

a. For certificated employees new to the district, coverage shall begin thirty-one (31) days from the first day of employment.

b. The Board reserves the right to change carriers. Any change to the current level of coverage/premiums will be addressed by a joint committee of Association members and School Board members yearly at the insurance renewal time. This committee shall consider the needs of the Association members and recommend the best plan to the Superintendent.

c. When the insurance carrier reimburses the teacher for one-way travel to obtain medical treatment, the District shall reimburse the teacher for the return airfare.

2. 85% of insurance premiums shall be paid by the District. 15% of the premiums shall be paid by the employee.

J. Mileage

Any teacher who has an assignment in the District which requires travel to more than one work site will be reimbursed at the current IRS rate per mile. This reimbursement will be restricted to travel during school hours.

K. Work Year

Teachers shall serve 188 days exclusive of vacations but to include days of in-service training and legal holidays. There shall be 180 days of classroom instruction unless approved as in-service days.

L. Classroom Safety and Discipline

1. Joint Committee. The District agrees to establish a joint committee per AS 14.23.120 to address, develop, and implement discipline and school safety policies and procedures. The committee shall be comprised of the Superintendent (or designee), Director of Special Education (or designee), a principal from both the elementary school and high school and Nome EA members who can represent the various grade levels. The committee will meet the first month of each quarter, or as needed to address additional concerns.

a. Building procedures for maintaining student discipline shall address standard methods and expectations for unusual breaches of discipline including, but not limited to, intentional physical assault and weapons possession.

b. The District shall set up procedures so that information about student behavior or discipline is collected and transferred to the receiving teacher.

2. Review. There will be annual training and review of discipline procedures at each site and members will have the opportunity to recommend adjustments to site procedures relating to safety and discipline.

3. Notice. Teachers shall be informed of assigned students who have a documented history of violent behavior that poses a threat to students and/or staff as outlined in AS 47.12.310.

M. Travel Benefit

The District agrees to reimburse each teacher each year for one round-trip air fare per fiscal year, scheduled air carrier tourist or seat rate, from duty station to Anchorage and return not to exceed \$400. To receive the reimbursement the teacher must present a receipt for payment of the ticket no later than June 30<sup>th</sup> of the fiscal year. Payment will be made within thirty (30) days of receipt of request. The return fare will be forfeited by a teacher if he/she does not fulfill his/her contract. Travel pay shall not be forfeited by a teacher who cannot fulfill his/her contract because of physical or mental incapacitation as certified by a physician.

**ARTICLE IV. EXTRA DUTY COMPENSATION**

A. Coaching Salaries

**Coaching Salary Schedule 2020-2023**

			Years						
	Weeks	Weekly Pay	0	1	2	3	4	5	6
Varsity Cross Country	10.5*	210	2205	2730	3255	3780	4305	4830	5355

Assistant Cross Country	10.5*	130	1365	1575	1785	1995	2205	2415	2625
Varsity Volleyball	14.5	210	3045	3770	4495	5220	5945	6670	7395
Assistant Volleyball	14.5	130	1885	2175	2465	2755	3045	3335	3625
JH Volleyball			1450	1650	1850	2050	2250	2450	2650
E-Sports/per season	9.5	130	1235	1425	1615				
Varsity Wrestling	11.5	210	2415	2990	3565	4140	4715	5290	5865
Assistant Wrestling	11.5	130	1495	1725	1955	2185	2415	2645	2875
JH Wrestling			1450	1650	1850	2050	2250	2450	2650
Varsity Basketball	16.5	210	3465	4290	5115	5940	6765	7590	8415
Assistant Basketball	16.5	130	2145	2475	2805	3135	3465	3795	4125
JH Basketball			1450	1650	1850	2050	2250	2450	2650
HS Varsity Cheerleading	16.5	210	3465	4290	5115	5940	6765	7590	8415
HS Assistant Cheerleading	16.5	130	2145	2475	2805	3135	3465	3795	4125
JH Cheerleading			950	1250	1350	1450	1550	1650	1750
Native Youth Olympics			1450	1650	1850	2050	2250	2450	2650
Activities Director			6000	6500	7000	7500	8000	8500	

\* Length of season for cross-country increased by one week per ASAA

\*\* Varsity coaches who are Nome Public School Certified Employees will receive a longevity bonus each year after they spend one year at the end of the scale. The bonus will be in the amount of one additional week's pay (as listed in the scale) for each year after the end of scale year. This bonus will be for the term of this negotiated agreement only.

1. Varsity and assistant varsity basketball, wrestling, volleyball and cross-country coach salaries are calculated based on the ASAA length of season. Coaches will be placed on this scale based on their years of coaching in that sport while employed at Nome Public Schools. Additional years of experience may be credited for comparable years coaching outside the District at the discretion of the Superintendent and Activities Director.

2. Coaches will be paid with the next regular payroll that occurs at least two weeks after the end of their season, pending completion of all duties.

3. On the above scale, cross-country is one salary for both boys and girls. Under basketball, these salaries will be paid each for boys and girls.
4. Two people may share a duty providing there are more than 30 students participating in that activity and each person will receive a full stipend provided there is no assistant coach already listed on the schedule. If there are less than 30 they may share the duty but one salary will be paid and shared.
5. During weekends when teams are visiting Nome and the Activities Director is unavailable due to District business, a substitute Activities Director will be hired at the rate of \$150/weekend. Duties and pay may be split between two individuals, and the total pay may be raised as high as \$250 during weekends involving more than one visiting team. Use of substitute Activities Directors on more than five weekends during the school year will require the pre-approval of the Superintendent, and will result in an off-setting reduction in the Activities Director's Extra Duty compensation contract.
6. The District and Association will develop job descriptions, recruiting and posting procedures and evaluations tools for the Activities Director and coaching positions. The District will also develop a handbook for coaches outlining the expectations and procedures for those positions.
7. Coaching and extra-curricular contracts will be signed by the Superintendent, and administrative and coaching parties. Coaching contracts will be signed no later than two (2) weeks prior to the season or before the first day of practice if the position has not been filled prior to the season starting. Extra-curricular contracts will be signed within the first three (3) weeks of the school year.
8. Preference will be given to qualified Nome Public School teachers before any coaching job is open to the public.
  - a. Coaches will not be assigned other extra duties during their season.
  - b. The Band/Choir Director will not be assigned extra duties other than band during basketball season.
9. A list of mutually agreeable duties and responsibilities will be included in each contract.

B. Other Activities Salaries

**Other Activities Salaries 2020-2023**

Skills USA VICA	\$1750
Band/Choir Director	\$2500
Freshman Class Advisor	\$600
Sophomore Class Advisor	\$850
Junior Class Advisor	2 @\$1450
Senior Class Advisor	2 @1250
Jr/Sr Pep/Spirit Club Advisor	\$1050
HS Student Council Advisor	\$1250
Jr HS Student Council Advisor	\$1,000
Drama Club Advisor	\$1050
Yearbook Advisor	\$1250
Student Newspaper	\$1050
National Honor Society Advisor	\$1050
Nome Native Youth Leadership Advisor (NNYLO)	\$1750

1. Payment will be made at the end of the school year when all responsibilities have been fulfilled.
2. In the event a new activity is added, the teacher, the building administrator and the Superintendent will mutually agree upon the salary until such time that it is renegotiated when the new master contract is negotiated.
3. The District and Association will develop job descriptions, recruiting and posting procedures and evaluations tools for activities positions. The District will also develop a handbook for activity advisors outlining the expectations and procedures for those positions.
4. Two people may share a duty providing there are more than 30 students participating in that activity and each person will receive a full stipend provided there is no assistant advisor already listed on the schedule. If there are less than 30 they may share the duty but one salary will be paid and shared.



## ARTICLE V: ASSOCIATION RIGHTS

### A. Employment Information

1. Upon written request, the District will supply the Association with appropriate (i.e., non-confidential) information concerning financial and teacher-related statistics that are available and can be reproduced, that would assist the Association in the collective bargaining process and in the processing of grievances. This provision does not require the District to summarize, recreate, or restructure the information in a special format.
2. The President will be provided with a school board packet prior to each school board meeting.
3. Within five workdays the District will notify the Association of all new teachers, and of those hired or dismissed that take effect during the current school year.

### B. Use of School Facilities

The Association may have the privilege to use school meeting facilities and office equipment, including computers, typewriters, and other duplicating equipment, at reasonable times (e.g., outside the work day-and lunch.) which do not interfere with primary job responsibilities when such equipment is not otherwise in use. The Association shall pay for the reasonable cost of all charges to the District of materials and supplies incident to such use. The administrator of the building in question will approve in advance of the time and place of all meetings. The Association shall be permitted to post notices and other materials in a place provided for such purposes in school facilities.

### C. Dues, Deductions, and Continuing Membership

1. The district shall deduct Association dues in nine (9) monthly installments from September to May from the payroll of any certified staff upon written request of the employee.
2. Upon submission of an initial payroll deduction authorization form, payroll deductions of dues shall continue from year-to year unless the teacher terminates or notifies the Association of a change in membership status prior to September 15. The Association President shall inform the District in writing by September 15 of each year of the amount of annual dues to be deducted. The District office will send a notice of planned payroll deductions before September 30.
3. The District shall forward all dues collected, a list of teachers and the amount of their deductions, to NEA-Alaska each month.

D. Committees

The Association may appoint a representative to all district committees which require teacher participation.

E. Association Leave

The District shall provide (15) days of Association leave with pay per school year. The Association will be allowed five (5) additional days of Association leave if the Association pays the cost of substitute teachers. Association leave will be used at the discretion of the Association. In a negotiating year, additional days may be provided by mutual consent between the District and the Association. A maximum of four (4) teachers may be on Association leave at the same time with a maximum of three (3) from any one site.

## **ARTICLE VI: TEACHER RIGHTS**

A. Student Teachers

A student teacher from any college or university will not be assigned to a teacher without the consent of said teacher.

B. Personnel files

1. All materials placed in the teacher's permanent file and originating within the District shall be available to the teacher for inspection upon request during regular working hours of the School District and under the supervision of the Superintendent or designee. A teacher may be accompanied by any person or persons to review the personnel file at the teacher's request. The personnel file at the central office of the District shall be the only official depository of information relating to a teacher's employment.

2. Material originating within the District, which is derogatory to a teacher's conduct, service, character, competence or personality shall not be placed in a teacher's file unless the teacher has had an opportunity to read the material. The teacher shall acknowledge that he/she has read such material by affixing his/her signature on the actual copy to be filed. Such signature does not necessarily indicate agreement with the content of such material.

- a. The teacher shall have the right to respond to any derogatory material filed within 10 working days, and this response shall be attached to the file copy. Derogatory material which a teacher has not been given an opportunity to review shall not be used in any proceeding against him/her.
- b. All references and information originating outside the District, on the basis of confidentiality, and information obtained within the District in the process of

evaluating the teacher for initial employment shall not be subject to this provision.

3. Evaluation forms and other documents pertaining to teacher performance and character, and written by a District administrator shall become a permanent part of the teacher's personnel file and no such items shall be removed without written notification to the teacher and his/her written consent.

4. Derogatory material found to be untrue, through the grievance procedure, shall be destroyed.

5. The District, upon written request of the teacher, will forward all or part of the teacher's file to a placement bureau of the teacher's choice.

C. Evaluations

The Nome School District Evaluation Forms shall comply with all applicable laws and regulations. Proposals for and modifications to the processes and forms shall be reviewed by a joint committee composed of three Association members and three Administrators. Proposals and recommendations of the joint committee shall be reviewed by the Board. Either group may also offer its recommendations to the Board independently.

D. Work Day

The teacher workday shall be seven and one-half (7 1/2) hours exclusive of a thirty (30) minute duty free lunch.

E. Preparation Time

1. High School, Junior High, and Elementary teachers shall be provided not less than one fifty (50) minute uninterrupted period during the school day, excluding in-service days, for planning or classroom preparation. On minimum days that are designated for staff training or collaboration the prep time will be reduced to one thirty minute (30 min) uninterrupted period during the school day. Scheduled meetings will take place outside the preparation time unless mutually agreed by all involved.

2. IEP meetings will be held during the contractual day unless the parent(s) or guardian(s) are unable to participate at that time. By law, at least one regular education teacher is required to attend the IEP. The regular education teacher need not participate in all IEP Team decisions or the entire meeting; the extent of the regular education teacher's participation will depend on the child's needs and the purpose of the meeting. In some cases, parents may request that all teachers working with their child attend the meeting in its entirety. All members of the IEP team shall collaborate in scheduling of meetings.

3. A written master schedule indicating each teacher's preparation time shall be distributed to each teacher on the first day of each semester.

4. At the Elementary School no more than 25 preparation time periods per school year may be used for the purpose of extended time for staff meetings outside of the weekly minimum day. No more than 1 per week can be scheduled. Whenever possible, three (3) working day advanced notice of needed preparation time for said meeting will occur. These meetings shall be limited to fifty minutes in duration, not to exceed the contract day, and shall be for the purposes of staff discussions, problem solving, decision making, or State Assessment training.

## **ARTICLE VII: HIRING PRACTICES**

### **A. Automatic Rehiring**

All tenured teachers shall be automatically rehired each year if not notified of dismissal or non-retention by May 15. All non-tenured teachers shall be automatically rehired if not notified of dismissal or non-retention by the last day of the school term. (AS Sec. 14.20.140)

### **B. Individual Teacher's Contract**

1. The individual teacher's contract shall be issued to returning tenured teachers between February 15 and March 16 unless a decision on non-retention pursuant to AS 14.20.140a has not yet been made and to non-tenured by the last day of the school term.

2. A teacher's anticipated teaching assignment shall be stated on his/her contract.

### **C. Transfer**

1. Voluntary request for transfer:

Certificated staff wishing to transfer to another assignment for which they are certified, whether a vacancy exists or not, must notify the District in writing no later than March 1 of each year. The District will provide teachers with a Teacher Transfer Request Form for teachers who wish to move to another position, should the position become vacant.

The District will give objective consideration to the reasons (skills, experience, interests, etc.) given for the transfer request. However, the District will make the final decision on teacher placement for the next year.

By the last day of the school year, each certificated employee will notify the Superintendent's office in writing of his or her summer address. On September 1 of each year, all previously received written transfer requests shall be voided, and the teacher who so desires may submit another written request.

Certificated staff of the district will be notified by job posting of teaching vacancies for the next school year until June 1. After June 1, if a vacancy occurs, the District will make a reasonable attempt to notify teachers who have requested such a transfer, and are qualified for the job opening. Reasonable notification will include at least two phone calls and two e-mails made to the teacher's summer address within a three-day period. It is the responsibility of the teacher to maintain contact with the Personnel Officer during the summer.

2. Involuntary transfer:

- a. When a transfer becomes necessary, voluntary requests for transfer shall be considered first. If no satisfactory voluntary requests are submitted, the following procedure will be used.
- b. Notice of an involuntary transfer for the coming school year shall be given to teachers as soon as possible and no later than May 1<sup>st</sup>. If because of unforeseen circumstances such as changes in enrollment, resignations or an emergency staffing need, an involuntary transfer becomes necessary after May 1<sup>st</sup>, the Superintendent shall make a determination based on a recommendation from the Principal. If a teacher is to be involuntarily transferred, the teacher's area of competence, major and/or minor field of study, and length of continuous service in the District must be considered.
- c. An involuntary transfer will be made only after notification in writing and/or email from the Superintendent of reasons for transfer. After such notification and before the transfer is effective, the Superintendent shall meet with the teacher upon his/her request, at which time the teacher may request the reasons for transfer be placed in the personnel file.
- d. The current list of open positions in the District will be made available to teachers being involuntarily transferred. Said teachers may request that they be considered for positions for which they are qualified, ranking same in the order of their preference.
- e. In the event that the teacher is involuntarily transferred after August 1<sup>st</sup>, the teacher, upon request, shall be granted compensation of two (2) days, at their daily rate, prior to student contact or three (3) days administrative leave after the first day of student contact, to be used by the end of the quarter of transfer date. Administrative leave days will be coordinated with the administrator and teacher. The supervisor shall take the transfer into consideration when conducting the teacher's performance evaluations.

D. Half-Time Employment

1. Half-time positions will be determined if needed or necessary by the Superintendent. Half-time teaching requests will be considered on a case-by-case basis and as allowed by District policy.
2. Half time = 3.75 hours per school day.
3. Teaching salary for half-time teaching shall be prorated to reflect the fraction of the teacher's correct placement on the salary schedule had they taught a full contract.
4. Sick and personal leave shall accrue on a prorated basis from the full contract year.
5. The employee will pay 1/2 the District's share in addition to the employee's share of the cost of health insurance. Employee may waive coverage.
6. Tenure and placement on the salary scale for half-time teachers shall accrue at a prorated rate based on the full-time contract terms. For example, an employee must work two years on a half-time contract to qualify for one step increase. (Note: half time teaching contract counts toward tenure as long as contract is for a full year.)
7. Uninterrupted preparation time for half-time teachers shall equal no less than the prorated equivalent for full-time teachers.

**ARTICLE VIII: DISCIPLINE, SUSPENSION, DISMISSAL, NON-RETENTION,  
REDUCTION-IN-FORCE AND HEARINGS**

A. Just Cause

No teacher shall be disciplined, reprimanded, reduced in rank or compensation, demoted, or otherwise deprived of professional advantage without just cause.

B. Suspension

A teacher may be suspended temporarily, in accordance with AS14.20.170(b), with regular compensation during a period of investigation to determine whether or not cause exists for the issuance of a notification of dismissal according to AS 14.20.180.

C. Dismissal

A teacher, including a teacher who has acquired tenure rights, may be dismissed at any time only for the causes listed in AS14.20.170(a).

D. Non-Retention

1. A teacher, who has acquired tenure rights, may be non-retained only for the causes found in AS 14.20.175(b)

2. A teacher who has not acquired tenure rights may be non-retained as provided in AS 14.20.175(a).

E. Dismissal/Non-Retention Hearing Procedure.

1. The District's statement of dismissal/non-retention to the teacher shall be sent to tenured teachers by May 15 and non-tenured by the end of the school year
2. The District's statement on non-retention or dismissal of a tenured teacher shall be in writing and include a statement of cause, a complete bill of particulars, and a statement advising the teacher of his or her right to a hearing.
3. Within fifteen (15) days of receipt of such notification, the teacher may request, in writing, a hearing before the Board, pursuant to Level 3 of the Grievance Procedure.

F. Reduction in Force

1. A teacher may be placed in layoff status due to reduction in staff as described in AS 14.20.177.
  - a. If two or more teachers have the same type of certification, the teacher with the least District teaching experience shall be placed on layoff status first.
2. If a teacher has been placed on layoff status, said teacher is entitled to a hiring preference, for a period of three years after layoff. The hiring preference applies only to vacant teaching positions for which the teacher is qualified under AS 14.20.177(d)
3. If offered a teaching position, the teacher must accept in accordance with AS 14.20.177(e).
4. Layoff status does not constitute a break in service for retaining tenure rights and accrued sick leave.

## **ARTICLE IX: LEAVES**

A. Sick Leave

1. All regularly contracted teachers shall accrue sick leave at the rate of one and one-third days for each calendar month or major portion of each calendar month of actual service. Leave for regularly contracted part-time teachers will be prorated.
2. No cash settlement, upon termination of employment, shall be made for unused sick leave.
3. In case of a serious health condition, the teacher's position shall be held open for either the duration of the teacher's accumulated sick leave, including any such sick leave bank days as may be available, or through the conclusion of the semester during



which his/her paid leave is exhausted, whichever occurs later. Nothing prevents the District from hiring a temporary teacher while the regular teacher is on leave.

a. In the event that the teacher's serious health condition extends beyond the limits established in "a" above, the teacher, upon request, will be placed on unpaid leave of absence for up to one year. The duration of the leave may be for one semester if the teacher will be fit to return to work prior to or by the start of the next semester, or for a full year if the teacher will be fit to return after the start of the next semester.

b. The District may request verification by the teacher's doctor of the expected duration of the illness.

c. A teacher utilizing his/her right to the leave of absence found in "b" above will be reassigned to a position based upon vacancies existing at the beginning of the semester the teacher returns, and the teacher's qualifications.

4. Sick leave shall be granted to teachers who find it necessary to be with a sick dependent or spouse. If the teacher's absence exceeds three (3) consecutive days, a physician's statement may be required. Use of leave under this provision shall be charged against the accrued sick leave of the teacher.

5. At the beginning of each contract year, teachers shall be pre credited with the anticipated number of sick leave days to be accrued during the contract year. Should the teacher use more days during the work year than are actually accrued, the excess shall be deducted from the teacher's paycheck. If a teacher does not complete the contract year, accrued sick leave and final pay will be adjusted accordingly.

6. Teachers shall be allowed use of sick leave to travel to the doctor or dentist of their choice.

B. Sick Leave Bank

1. The Alaska State Legislature has provided for the establishment of Teacher Sick Leave Bank.

2. Initial membership in the Bank shall be established by an initial investment of one day.

3. Days shall be invested on a non-refundable basis by voluntary action of any teacher covered by this agreement who wishes to participate in the sick leave bank.

4. Deadline for admission into the Bank shall be the 30th of September or thirty (30) days after the date of hire, whichever is later.



5. When the accumulated balance of days in the Bank falls below a figure equal to half the number of participants in the bank, each member shall automatically donate an additional day.

6. A participant in the bank shall be eligible to apply for leave from the Bank of up to twenty-four (24) days or twice the number of days of sick leave the teacher has accumulated at the beginning of the school year, whichever is greater. Individual sick leave must be depleted prior to using leave from the Sick Leave Bank.

7. A committee of the Nome EA and representatives of the District shall administer the bank.

8. Eligibility for withdrawal of days from the bank and procedures not outlined herein shall be determined by the governing committee. Applications to withdraw days shall be submitted through the Sick Leave Bank Committee no later than 10 days after returning to work.

9. Membership in the bank shall be continuous after initial enrollment provided that following any school year membership may be withdrawn prior to the September 30 deadline. Membership in the bank will terminate upon a member leaving the employment of the District.

10. In cases where a teacher is unable to meet required donations (as #5 above) the governing committee may waive this requirement.

C. Emergency and Bereavement Leave

1. Death or serious illness in the immediate or extended family shall entitle the teacher up to seven (7) accrued sick leave days.

2. It shall further be provided that if the circumstances of death or serious illness in the immediate or extended family requires travel outside the City of Nome, two additional days shall be allowed.

D. Personal Leave

1. Personal leave with full pay shall be accrued at the rate of three (3) days per year, with the second working day of each year set as the accrual date for that school year. Unused personal leave accrues from year to year to a maximum of seven (7) days. Unused personal leave exceeding four (4)-days will be bought back at 100% of the per diem rate at the end of the school year. Upon retirement, resignation or death the District shall buy back the teacher's unused personal leave at 100% of their per diem rate.

2. Except in emergencies a teacher shall give at least twenty-four (24) hours advance notice to the immediate supervisor of his/her intention to be absent for personal leave.

Personal leave will be limited to two (2) teachers at each site, before or after legal holidays, vacations, or for the first or last day of the school year. A maximum of four (4) teachers at each site (High School and Elementary School) may be on leave on the same school day at the time the personal leave is requested.

3. No teacher shall be granted personal leave before or after legal holidays, vacations, or for the first and last of the school year for two years in a row so that others may access this opportunity.

E. Maternity, Paternity, and Adoptive Leave

1. Maternity, paternity and adoptive leave shall comply with Family Leave Acts, AFLA and FMLA. Accrued sick and personal leave may be used to cover AFLA and FMLA absences.

2. A teacher requesting a leave of absence for maternity or adoption shall make the request consistent with the procedures outlined below:

a. Request for maternity leave or adoptive leave shall be made in writing to the Superintendent of Schools.

b. In order to facilitate selection of a replacement, request for a maternity leave shall be in the Superintendent's office as soon as possible and not later than three (3) months prior to the effective date of the leave.

c. Notification of intent to adopt a child shall be in writing to the Superintendent as early as possible prior to the expected date of adoption.

d. No sick leave benefits shall accrue to the employee on maternity or adoptive leave after the effective date of an unpaid leave of absence.

e. Position on salary schedule shall be maintained. If a teacher on leave has 140 or more days of paid service in a school year, one year of service shall be credited for vertical movement on the salary schedule if a step exists for the teacher on the scale. (4 AAC15.020)

f. Maternity or adoptive leave absence shall comply with Family Medical Leave Acts; AFLA & FMLA.

g. Accumulated sick leave may be used for absence due to pregnancy or adoption.

3. Paternity leave shall comply with Family Medical Leave Acts; AFLA & FMLA chargeable to accrued sick leave, shall be available to a maximum of five (5) days.

F. Professional Association Officer Leave

A leave of absence shall be granted to any teacher for the purpose of serving as a full-time or part-time officer of NEA-Alaska. This leave entitles the teacher to a normal salary increment upon return from their leave of absence. Notice of intent to use this leave must be given by April 1 of the year preceding the leave.

G. Unpaid Leave of Absence

1. Any teacher, may, upon proper application to the Superintendent and approval of the Board, be granted a leave of absence. Leaves of absence may be granted only to employees who have completed three (3) years of service in the District.

2. Members of the teaching staff, when granted leaves of absence, will not be guaranteed immediate employment upon their return unless they return to duty on the first day of the school year, and notification of such return has been given the Superintendent, in writing, by March 1 of the preceding year.

3. If possible, the returning teacher will be returned to the same assignment or an assignment that is agreeable to the teacher. If not, the ultimate assignment shall be based upon vacancies existing at the beginning of the employing school year and the employee's qualifications.

4. Not more than two (2) persons shall be granted leave of absence each year.

H. Sabbatical Leave

1. Eligibility

a. A teacher must have served not less than seven (7) consecutive years in the District.

b. The teacher must be recommended by the Superintendent.

c. The proposed program of study for the year of sabbatical leave must be educationally beneficial to the District.

d. The teacher must agree to return to educational work in the District for one full school year following the leave.

e. No more than two (2) teachers may be on District sabbatical leave in any one (1) year.

f. The District will not grant financial support should the applicant also receive a fully funded state sabbatical leave.

## 2. Application Procedure

- a. The teacher must submit an application for sabbatical leave to the Superintendent no later than January 15.
- b. A detailed plan of proposed professional study while enrolled in an accredited college or university must also be submitted with the application.
- c. The teacher must submit a written recommendation from his/her principal.
- d. The successful applicant must sign a contract which will set forth the terms and conditions of the sabbatical.

3. Benefits: When on District sabbatical, the successful applicant will receive a salary in the amount of one-third of the applicant's contracted salary for the last year prior to the sabbatical. Should the applicant not return, except for medical reasons, to teach a full school year after the sabbatical, he/she must reimburse the District. Salary will be paid to comply with established payroll procedures.

4. The sabbatical leave does not constitute a break in service for sick leave, tenure, and retirement purposes.

5. The teacher on sabbatical leave will furnish proof of full-time enrollment each semester or quarter of the school year.

6. Teachers who have received a sabbatical will not be eligible for a second sabbatical until they have rendered seven consecutive additional years of service.

## I. Legal Leave

1. If a teacher misses work because of jury duty, or if a teacher is required by subpoena to give testimony before a judicial tribunal in a proceeding in which the teacher is not a party (i.e., plaintiff, defendant, etc.), the teacher shall be paid his/her normal compensation for any periods of work so missed. Jury duty pay shall be deducted from the employee's paycheck.

2. No teacher is entitled to leave with pay under this section in a situation where the teacher is involved in personal litigation. This exception does not apply if a teacher is sued for acts occurring within the scope of his/her employment.

## J. Professional Leave

With the Superintendent's approval, staff may take up to three (3) days to attend a professional conference or to chaperone district students to non-school sponsored competitions or conferences at their own expense. Since these events are not

sponsored by the District, no district liability will be incurred and no district forms shall be used.

K. Special Education

In addition to contractually provided planning time, special education professional educators required to conference with parents and write IEPs shall be provided two (2) days per semester per year of released time, for paperwork responsibilities. Leave may be taken in half day increments. Special education professionals shall give at least twenty-four (24) hours of written advance notice to the immediate supervisor of his/her intention to be absent for leave. Leave days are subject to Administrator approval.

**ARTICLE X: GRIEVANCE PROCEDURE**

A. Purpose

The purpose of this procedure is to secure, at the lowest possible level, an equitable solution to a grievance which may arise affecting the grievant. Both parties agree that all grievance proceedings shall be closed unless otherwise requested by the teacher. Both parties agree that all parties to a disagreement will attempt initially to solve the problems at the lowest possible administrative level through first and informal communication.

B. Definitions

1. Grievant: shall mean a teacher, group of teachers, or the Association, making the claim.
2. Grievance: shall mean any claim by a grievant that there has been a violation, misinterpretation or misapplication of the terms of this Agreement.
3. Grievance Committee: shall mean a duly constituted committee of the Association.

C. General Conditions

1. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered a maximum, and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement. If the person(s) designated to hear the grievance is out of town at the time of filing or appeal, the time limit shall start on the date of their return.
2. In the event a grievance is filed which might not be resolved within the time schedule established for grievance procedures before the end of the school year, and that act could result in irreparable harm to a party in interest, the time limits set forth herein will be reduced so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as practicable.

3. Prior to initiating a grievance, the grievant will meet with the other party of the disagreement to discuss the matter in an attempt to resolve the conflict.
4. A record shall be kept of each session, approved by both parties, and a copy made available to both parties. A written grievance must be filed within thirty (30) school days of the grievant's knowledge of the occurrence or nonoccurrence of the act(s) or actions upon which the grievance is based. The grievant or his/her representative shall inform the administrator or the lowest administrative authority capable of resolving the grievance, that a grievance is being initiated.
5. If, in the judgment of the Grievance Committee, a grievance affects a group of teachers, the Grievance Committee may submit such grievance in writing at Level Two and process it through the remaining levels.
6. Decisions rendered at all levels of the grievance procedure will be in writing, setting forth the decision and the reasons therefore, and will be transmitted promptly to all parties in interest and to the Chairperson of the Grievance Committee.
7. To facilitate operation of the grievance procedure, necessary forms for filing, for serving notices, for making appeals, for making reports and recommendations, and other necessary documents will be prepared jointly and distributed by the Board.
8. The parties agree to make available to each other all pertinent non-confidential information in their possession, which is relevant to the issue(s) raised by the grievance.
9. When it is necessary at any level beyond Level One for a grievant or representative designated by the Association, to attend a meeting or a hearing during the school day, the Superintendent shall notify such parties in interest, and they shall be released without loss of pay for such time as their attendance is required at such meetings or hearings.
10. The administration and Board may be represented by a person of their choosing at all levels of the Grievance Procedure.

D. Procedure

1. Level One

- a. A grievant may initiate the procedure by filing a written statement of grievance with the immediate supervisor concerned. The date of this action shall be the filing date.

b. The immediate supervisor shall meet with the grievant and anyone accompanying the grievant within seven (7) days of the filing date. This meeting time shall be set by mutual agreement.

c. A representative of the Association and any other person may accompany the grievant at the Level One meeting. The association representative or other person may speak on behalf of the grievant if requested to do so by the grievant.

d. The immediate supervisor shall render his/her decision, in writing, within four (4) days of the Level One meeting.

e. In the event that the immediate supervisor is the Superintendent, the grievance shall be processed according to Level Two procedures.

2. Level Two

a. If the grievant is not satisfied with the disposition of the grievance at Level One or in the event that he/she does not receive notice of its disposition within four (4) days at Level One, he/she may appeal, within fourteen (14) days of the Level One hearing, to the Superintendent.

b. The Superintendent shall, within seven (7) days, contact the parties in interest to establish a time mutually acceptable to the Association and the District for the Level Two hearing. Such hearing shall be held within seven (7) days of the receipt of the notice.

c. The Superintendent shall give a written decision on the grievance within seven (7) days after the hearing.

d. The grievant shall file the grievance in writing with the Grievance Committee at this level of the grievance. The Chairperson of the Grievance Committee, or his/her designee, shall attend all hearings and receive a copy of the written decision.

3. Level Three

a. In the event that the grievant is not satisfied with the disposition of his/her grievance at Level Two, or in the event that he/she did not receive notice of its disposition within seven (7) days in Level Two, the grievant may request the Grievance Committee to appeal the grievance in writing to the Chairman of the Board of Education or his/her designee(s). Such appeal must be within fourteen (14) days of the Level Two hearing.

b. The Board shall meet with the grievant and representative of the Association within seven (7) days.

c. The Board shall render to the teacher a written decision of the grievance within seven (7) days of the hearing and a copy of such decision shall be forwarded immediately to the Chairperson of the Grievance Committee, the Grievant, and the Superintendent.

4. Level Four

a. In the event that the grievant is not satisfied with the disposition of his/her grievance at Level Three, or in the event that he/she does not receive notice of its disposition within seven (7) days of the hearing at Level Three, the Association may request Arbitration within fourteen (14) days of the Level Three hearing.

b. Within seven (7) days of receipt of a request for arbitration the Association and District shall request the American Arbitration Association to submit a list of seven (7) arbitrators. As soon as the list has been received, the parties or their designated representatives shall determine, by coin toss, the order of elimination, and thereafter, each shall, in that order, alternately strike a name from the list, and the seventh (7th) and remaining name shall act as the arbitrator. In the event that the selected arbitrator cannot serve, the last person eliminated shall be asked to serve as arbitrator. The arbitrator shall schedule a hearing on the grievance and after hearing such evidence as the parties' desire to present, shall render a written decision within 45 days.

c. The arbitrator's decision shall set forth its findings of fact, reasoning and decision on the issues submitted. The arbitrator's decision shall be final and binding upon both parties. The decision shall be forwarded immediately to the Board, the grievant, the Association and the Superintendent.

d. The Rules and Procedures of the American Arbitration Association are incorporated into the Agreement by reference.

e. No party shall be entitled to arbitration until the party has completed all the levels herein above set forth in this Article.

f. Expenses incurred by the Arbitrator shall be borne equally by the Board and the Association.

E. Rights of Teachers to Participate

1. No reprisals of any kind shall be taken by the Board or any member of the administration against any party in interest, any member of the Grievance Committee, or any participant in the grievance procedure.

2. Any party in interest may be represented at all stages of the grievance procedure by an Association representative of his/her choosing.



3. At any level, the grievant may present appropriate witnesses and/or documents and have access to counsel. No grievant will be required to discuss any grievance if the Association representative is not present.

#### **ARTICLE XI: IN-SERVICE**

A. In-service days and/or time shall be provided for staff development. The Association will have input in planning and implementing in-service days.

B. The District shall work with the Association in planning and implementing professional development in line with District goals.

C. The District will make every effort to provide continuing education opportunities.

#### **ARTICLE XII: TEACHER MENTOR**

The District will provide a Teacher Mentor to new staff for one (1) year. An extra duty contract will be provided with defined roles and responsibilities. Administration will make assignments based on grade level, content area, and other considerations. Teacher Mentors will be assigned no more than two (2) mentees per year.

## SCHOOL BOARD COMMUNICATION

**Title:** Updated Six Year Capital Improvement Plan

**Date:** April 14, 2020

**Administrator:** Jamie Burgess, Superintendent

**Attachments:** FY22-FY27 Six Year Capital Improvement Plan

<input checked="" type="checkbox"/>	<b>Action Needed</b>	<input type="checkbox"/>	<b>For Discussion</b>	<input type="checkbox"/>	<b>Information</b>	<input type="checkbox"/>	<b>Other</b>
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## BACKGROUND INFORMATION

The updates to the six year plan are minimal in scope, as the District has received no state funding assistance for any projects, and the priorities have not changed. Cost projections for some of highest priority projects were adjusted per engineering report estimates, and a new project to address a need to update the wiring in the Beltz Apartments has been added to future projects.

The District will continue to make progress on the high priority projects based on availability of funds in the Capital Improvement Project (CIP).

## ADMINISTRATIVE RECOMMENDATION

The administration recommends approval of the updated Six Year Capital Improvement Plan.

**Sample Motion: I move to approve the updated Six Year Capital Improvement Plan.**

**Nome Public School District**  
**FY 2022 - 2027 Six-Year Capital Improvement Plan**

<b>District Priority</b>	<b>Primary Purpose</b>	<b>Project Title &amp; Description</b>	<b>SOA Aid</b>	<b>Estimated Project Cost</b>
<b>1</b>	<b>D</b>	<b>NBHS Boiler Replacement 4.5 million BTU.</b> This project it to replace a leaking and obsolete Boiler, burner, pressure tank, and controls, as well as a cracked water tank. The boiler has a cracked plate and leaks, and was only used for emergencies, but is no longer functional. Boiler plates are not manufactured any longer and we haven't been able to source any. The water tank is cracked and has been offline, reducing the capacity to provide and store water for the Beltz campus.	<b>X</b>	<b>\$75,998</b>
<b>2</b>	<b>C</b>	<b>Anvil City Charter School Restroom Renovations Reimbursement</b> This proposal will seek reimbursement for the renovation for the ACSA bathroom project occurring in summer of 2020. The number of toilets available to students is insufficient for needs – the renovation expands to four mens' and four womens' toilets and provides ADA access.	<b>X</b>	<b>\$391,554</b>
<b>3</b>	<b>C</b>	<b>Nome Elementary Fire Alarm Replacement</b> This project will replace the outdated (1987) Fire panel and field devices. A completely new design and installation of panel and devices which may require new wiring. New system to insure compliance and safety to most currant NFPA and state Codes. Currently the system is obsolete, and we are sourcing used parts via eBay.	<b>X</b>	<b>\$603,766</b>
<b>4</b>	<b>D</b>	<b>Replacement DDC Control Programs for Beltz Campus &amp; NES.</b> Both of the districts DDC control computers were taken over by an outside computer and needed to be wiped clean. We have lost the two programs that control all building environmental (HVAC) functions. These were obsolete programs running on an old DOS platform and no longer available. We are currently running in a default manner and have no abilities to make heating and ventilation changes. This project will purchase and install the most current versions of the operating systems and address in field device changes as required along with facilities training. Restoring these functions will give us required control of our environments and add to energy efficiency. Some air handler upgrades to the Building D system will be required, as the new system will also have the capacity to add/automate this building, which is currently manually operated for HVAC functions. The project will also include repair/replacement of valves, piping, etc. as needed.	<b>X</b>	<b>\$1,800,000</b>
<b>5</b>	<b>C</b>	<b>Nome Beltz JrSr High School Generator and Electrical Service Replacement</b> This project will replace an old and undersized backup generator, with a new larger generator with enclosure, which will also increase capacity to allow the high school to operate as an emergency shelter for the entire community. Installation of new transformers and required modification of power lines will also be included.	<b>X</b>	<b>\$1,611,807</b>
<b>FY 2022 TOTAL:</b>				<b>4,483,125</b>

**Nome Public School District**  
**FY 2022 - 2027 Six-Year Capital Improvement Plan**

District Priority	Primary Purpose	Project Title & Description	SOA Aid	Estimated Project Cost
6	C	<b>Secure Access and ADA improvements NBHS &amp; NES</b> ADA-This project is to address accessibility to NBHS to include the installation of ADA accessible front doors, regrading/replacing damaged at bus door entrance which prevents ADA accessibility. It will include any needed ADA repairs/upgrades to interior and exterior of both the high school and the elementary. Security- This project will address security concerns at both campuses to include installation of new interior double doors inside the front entrance that can be remotely secured, as well as the installation of a closed circuit camera system.	X	\$475,000
7	D	<b>Nome Elementary School Exterior upgrades, Structure and Parking</b> This project will replace needed exterior doors and hardware and include needed repairs to stairs and approaches. It will replace all exterior windows with arctic grade windows with opening lowers and address building envelope concerns. This project will make roof modifications to extend the roof over the edges of the structure and correct the roof panels that don't extend to the full edges of the structure. Project will make repairs to parking and grounds to include repairs and recoating of paved lot and replace concrete sidewalks.	X	\$2,500,000
8	C	<b>Nome Beltz Jr -Sr High School Exterior Renovations</b> This project will replace the siding along the RC portion to the building from the front entrance to the JH bus doors, and will require the removal of approximately 70 asbestos panels with soffit. Install two inches of foam board and wind blocking fabric. (Tyvek) The steel siding has been purchased and is in storage. This project will paint the BHS East side from the Bus doors down to the wood shop end to protect structure from the elements.	X	\$225,000
<b>FY 2023 TOTAL:</b>				<b>\$3,200,000.00</b>

District Priority	Primary Purpose	Project Title & Description	SOA Aid	Estimated Project Cost
9	C	<b>Beltz High School Interior Renovations</b> Replace doors & door hardware. Interior Painting	X	\$350,000
10	C	<b>Beltz Apartment Electrical Rewiring</b> District's teacher housing building's aging electrical system needs replacing, including rewiring, fuse panels, etc.		\$500,000
<b>FY 2024 TOTAL:</b>				<b>\$1,200,000.00</b>

**Nome Public School District**  
**FY 2022 - 2027 Six-Year Capital Improvement Plan**

District Priority	Primary Purpose	Project Title & Description	SOA Aid	Estimated Project Cost
11	F	<b>Upgrade to Snow Removal/Control Program</b> Project will entail installation of a bunker and cover for sand pile to prevent moisture/ice in sand pile		<b>\$350,000</b>
12	C	<b>Quonset Hut Siding Replacement</b> Replacement of siding	X	<b>\$ 250,000</b>
13	C	<b>Maintenance Bldg Siding and Roof Replacement</b> Structural upgrades to Maintenance Facility	X	<b>\$225,000</b>
<b>FY 2025 TOTAL:</b>				<b>\$825,000.00</b>

District Priority	Primary Purpose	Project Title & Description	SOA Aid	Estimated Project Cost
14	C	<b>Building D Exterior Upgrades</b> Renovate/repaint remaining wood siding on Building D, upgrade/replace district office porch entry/stairs.	X	<b>\$200,000</b>
<b>FY 2026 TOTAL:</b>				<b>\$200,000.00</b>

District Priority	Primary Purpose	Project Title & Description	SOA Aid	Estimated Project Cost
<b>FY 2027 TOTAL:</b>				<b>\$ 0.00</b>

Adopted August 13, 2019 at a duly convened meeting of the Nome Public School Board 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

Submit to the *Department of Education & Early Development* by September 1

Form #05-18-044

## SCHOOL BOARD COMMUNICATION

**Title:** Approval of Classified Exempt Contracts for the 2020-2021 School Year

**Date:** April 14, 2020

**Administrator:** Jamie Burgess, Superintendent

**Attachments:** N/A

<input checked="" type="checkbox"/>	Action Needed	<input type="checkbox"/>	For Discussion	<input type="checkbox"/>	Information	<input type="checkbox"/>	Other
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## BACKGROUND INFORMATION

The administration recommends that the following classified exempt employees be offered contracts for the 2020-2021 school year.

**Cynthia Gray, HR Manager – 240 days**

**Jim Shreve, IT Director – 220 days**

**Nate Tracy, Systems Administrator – 220 days**

## ADMINISTRATIVE RECOMMENDATION

The administration recommends approval of contracts for the classified exempt employees as presented.

**Sample Motion: I move to approve contracts for the classified exempt employee as presented.**