

Yupiit School District

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Regional School Board

Akiachak

Willie Kasayulie, Chairman
 Samuel George, Treasurer
 Brian Henry, Board Member

Akiak

Ivan M. Ivan, Vice Chairman
 Moses Owen, Board Member

Tuluksak

Noah Andrew, Secretary
 Peter Napoka, Board Member

Minutes of the Yupiit School District Regional Board of Education

Held: July 17, 2014
 Village: Akiachak, Alaska

Call to Order	Chairman Willie Kasayulie called the regular meeting of the Regional School Board to order at 11:21 AM.
Roll Call	<p>Present</p> <p>Willie Kasayulie, Chairman Ivan Ivan, Vice Chairman Samuel George, Treasurer Noah Andrew, Secretary Moses Owen, Board Member Brain Henry, Board Member Peter Napoka, Board Member Norma Holmgaard, Superintendent Joanne Slats, Business Manager Bonnie James, Recording Secretary</p>
Invocation	III. Invocation: Moses Owen rendered the invocation.
Recognition of Guests	<p>IV. Recognition of Guests: Interim Maintenance Director Jim Hartz, Curriculum Director, and Cheryl Thomas.</p> <p>The Regional School Board members introduced themselves to Superintendent Norma Holmgaard.</p>
Approval of Agenda	<p>V. Approval of Agenda: Motion by Ivan Ivan, Seconded by Noah Andrew to accept the agenda as with additions. Motion passed unanimously.</p>
Approval of Minutes	<p>VI. Approval of Minutes: Motion by Sam George, Seconded by Peter Napoka to approve the Regular Board minutes for June 19, 2014 with corrections. Motion carried.</p>
Correspondence	VII. Correspondence: none

<p>New Business</p>	<p>VIII. New Business</p> <p>A. Final Report – New Staff Orientation Program – Paul Berg Superintendent Norma Holmgaard presented the final report for the New Staff Orientation Program by Paul Berg.</p> <p>B. Support Staff Salary – Substitute Pay Superintendent Norma Holmgaard presented the revised Support Salary – Substitute Pay schedule.</p> <p>Motion by Brian Henry, Seconded by Moses Owen to approve the Support Staff – Substitute Pay schedule. Motion passed unanimously.</p> <p>C. Local Hire Policy Ivan Ivan stated that he was approached by people of Akiak about their concern regarding local hire. There are renovations occurring in Akiak teacher house and facility improvements. Ivan wants to let the board and the administration know to consider hiring local people in each site. Other workers from Akiachak came to Akiak to work on the summer projects.</p> <p>Noah Andrew commented that in Tuluksak, they are requiring that applicants have GED, HS diplomas or certifications. In considering promoting the education, the interest of students really put in force to be envisioned. We are getting the information to our village entities that they should follow that policy.</p> <p>Ivan Ivan requested that this information of openings be provided to the local communities.</p> <p>Willie Kasayulie stated for everyone’s information that we had this discussion before the end of the school year. When we did not have a designated work force, it was hard for the person in charge to call upon those people to come to work. The thought behind hiring a team from the applicant pool would move the summer projects to get the job done. This is the first year that we have tried the hiring of a team that works in all sites for this year. It’s a learning experience and something to consider in the future.</p> <p>Ivan Ivan recommended that we call the tribal council to find people that line up for that work. We need equal opportunity. The supervisors could be from anywhere but for projects, hire local people as much as possible.</p> <p>Moses Owen stated that he saw the job advertisements were posted before the month of May in all three sites. People in the communities, when they see paper, they don’t always read it.</p> <p>Willie Kasayulie expects the same crew will go to Tuluksak as well.</p> <p>Jim Hartz reported the people from every site have been hired. Jim is stuck with training positions here making his workload very heavy and making it to get out to all three sites. That will improve over time and he</p>
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understands the Board's concerns.

Ivan Ivan stated that in his community of Akiak they have plumbers, electricians, carpenters and others. Lott Egoak is the maintenance worker in Akiak and could be contact.

Sam George stated the past Superintendent attempted to form a committee to deal with this maintenance issue. Sam felt very uncomfortable because the Board was forced into drastic decisions. He recommended that each site's maintenance people be involved with the selection of the summer crew. This issue is very important to the villages. With very limited opportunities it would be better to work with the site maintenance crew to select their crew. They know all the skilled people in their sites.

Noah Andrew stated we should be enforcing the policy, for example the high school diploma and GED. We have staff that doesn't have some of these. We now have policies and need to review our staff to get them to meet our standards. He stated that our current government has been relying on experience and we need to look into that detail. We need to comply with our standards, each one of us.

Willie Kasayulie added that we do have a policy in place that requires any applicant to the district must either have a HS diploma or a GED. He said that what are on the side is young people that want to have an opportunity to work for us that may not have that certificate or diploma. They should be encouraged to get that education. His understanding is that those hires, before adopting the policy of requiring a GED were grandfathered in until that individual resigns or retires. From than on, any applicant would have to have a HS diploma or GED for openings that may be available under classified positions.

Noah Andrew reported seeing dropouts getting their GEDs or diplomas.

D. On-site Tech Position

Sam George stated the need to have a qualified onsite tech to address all these problems with ipads. He stated the past Superintendent and Melody Douglas; Financial Consultant recommended we not hire a Tech person. He recommends that the new Superintendent look into getting a qualified person onsite. This issue is also going to affect all programs, like the Read 180, emails between the school sites. Someone needs to be here to deal with the technical areas.

Superintendent Norma Holmgaard stated she had a conversation with Mrs. Douglas. Norma is looking at this closely. She is concerned about the spring assessments being online having adequate support in our schools, having access to our district information on PowerSchool and new staff having access to curriculum and information on PowerSchool. Norma explained that she does not have enough information. Nothing is going to change in these first few months but by January she would like recommend the organizational chart those things we don't have within

<p>Continue – New Business</p>	<p>our system.</p> <p>Sam George commented on the posts on the Yupiit School District website regarding the three ½ time onsite tech position openings. Sam understands having our own onsite tech person. If we have all the technology but are not able to utilize it, it’s going to make our lives more complicated than it has to be.</p> <p>Ivan Ivan stated that there are people out there that have technology experience.</p> <p>Brian Henry stated that we are all well aware of our history and the changes we had to make. We asked a question, do we take recommendations? Who has the final authority and say so? It’s the Board of Directors. We receive recommendations; sometimes we are boxed into a corner to actually go through with what is actually recommended. We know that we have people out there that we can employ, they have skills and talents but often times we pull them in and they don’t stay for very long. Remember what I said earlier this spring? When we have a position and we vacate it, we do have qualified people but they tend to hold back. The question is why? We have qualified staff in all three sites. There are people younger than we are that are very good with computers. We need to develop a support system to help staff grow in their career. Not only support from the board, administration. We need to find ways to get people connect together. The next level is, finding the right staff and keeping them.</p> <p>Noah Andrew stated that this is the most lenient school board he has worked with. We need to part from leniency in order to pursue our endeavors. We have a stable foundation but we need to keep that foot stepped on one side and move with the other one. We have so much responsibility. In order to pursue, this is one area we really need to touch on.</p>
<p>Recess</p>	<p>Chairman Willie Kasayulie called for a recess at 12:00 for lunch break. Reconvened at 12:43PM</p> <p>Willie Kasayulie recommended that Superintendent Norma Holmgaard look into the tech person.</p>
<p>Progress Report on Recommendations</p>	<p>IX. Progress Report on Recommendations made by Melody Douglas</p> <p>Superintendent Norma Holmgaard presented the progress report by Melody Douglas.</p> <p>Moses Owen pointed out a couple of time lines in Melody’s report. First one our budget needs to be looked at the conclusion of the 20-day count. Moses suggested making a note of these recommendations to remind us. Another recommendation was on board policy update. We are required to do that every year, every section.</p> <p>Willie Kasayulie highlighted some of Melody’s report. On page two of</p>

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her report, he is curious of why all the access computers would be dropped of to Best Buy.

Norma Holmgaard reported that the computers couldn't go to the landfill because they are an environmental issue. Best Buy will take computers that are no longer usable to be disposed of in a proper fashion.

Willie Kasayulie also pointed out that Melody suggested going into a three-year contract rather than on annual basis for next year for utility contracts.

Ivan Ivan states his view, everything that we ask for on the budget in the general matters across the board, senate bill 36, we are the beggars and how many districts always benefit when we push issues for additional funding. Because of the cost to generate electricity, the cost of fuel issues, that's another big issue we need to push this year in Juneau.

Willie Kasayulie also commented on Melody's report regarding staff. He understands Norma Holmgaard will be meeting with the staff. Another recommendation was for her to meet with the classified staff. This would include all the maintenance staff, janitors, the clerks, cooks, everybody. They need to understand where we are coming from. We as the board are coming from the Superintendent. Noah made a comment earlier that we are the most lenient school districts. At some point we need to make sure the employees, whether certified or classified understand their responsibilities. I support that, the recommendations for Norma to meet with their staff and understand their responsibilities that ties in with the job descriptions that are already filed. Travel has been a big issue, always an issue. In some years, I think we have spent enough money to buy a plane. I think that is something I would support the administration to possibly to negotiate with one of the airline carriers to see if we could set up a schedule with them so we can eliminate some of the access costs for travel purposes, especially within the district. I will support that also. One of the other things that we have mentioned, the board would like to hold meetings in other sites in the course of the school year. Melody is suggesting the meeting in the other sites is when we present the budget. I think we should take a look at that in monthly basis to make a determination to see when would be the best time to meet either in Akiak or in Tuluksak.

Ivan Ivan requested a briefing on the budget to get a close estimate this year. He wants to see, in general, where we stand.

Willie Kasayulie requested to see in the board's budget sending people to statewide conventions, trainings or maybe national conferences. If we have, and will have the capability to send representative from this board to conferences. The policy committee needs to review the policies and come back to the full board to present recommendations to the board.

Moses Owen reported that the policy committee never really sat down and met to review the policies. There was a concern by the committee

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that the policies needed to be reviewed as a whole board. He recommends, the board, as a whole review them.

Brian Henry stated he thought the policies were to be electronic system where you could look at each policy and if you want to make revisions, you could highlight and the changes you are going to request. Those still haven't been done.

Norma Holmgaard asked what part of the week would be the committee prefer to meet and when?

Brian Henry stated the sooner the better. Some of the things I really don't like is we do get things done; we decide what we are going to do but there often left unfinished. That's not what we want to do.

Sam George stated that in the past, it is very important for each board member read those policies. If we don't read them, we really don't know what we're adopting. In the past, Sam attempted to read the whole section of the policy. The new recommendations from Melody Douglas, on the maintenance department, Sam did not want to be in the committee because I was being forced to do certain things that were bypassing the establish policies that were in place. This would apply to the reviewing of the policies. Because the changing the policies that are already in place, like what's going on with the state intervention, we are in with Melody Douglas, we are under the contract. Sam has always stated that the consultants role is to assist, we eventually know what we really wanted to but all these recommendations are being given to us. Like the implementation of the school dude program. We've adopted policies left and right for the school districts.

Noah Andrew would like to know how is the policy committee going to be communicating with the Local Advisory School Board? Are they going to be consulted with some of these issues we are mandated to do? I think that the best information in that regards is with the advisory school boards themselves.

Norma Holmgaard stated that she is not sure how we typically communicate with the local area school boards. Certainly all meeting agenda's, attachments and policy recommendations will be on the website. Norma intends to attend meetings of each of the LASB in August and September.

Noah Andrew shared that in Tuluksak they had parent committee meetings with the local school board periodically in order to get the information out about what we want to reflect in the policies.

Willie Kasayulie stated as a full board, we could accept or reject the recommendations presented by the committee. The policies are normally read three times before they become finalized. During the three readings, it would be the responsibility of the administration to let the other sites know that these are the policies that are being considered. Then it would

Continue - Progress Report on Recommendations	be the responsibility of the site administrators to present these policies to the LASB and the input can come from that process at that level.
Unfinished Business	<p>Unfinished Business:</p> <p>A. Strategic Plan Update</p> <p>Superintendent Norma Holmgaard reported that the Yupiit School District School Board approved strategic plan will be used to guide the district over the next several years, with adaptations as needed. It will be part of the agenda going forward to empower the Board in determining our progress in the four goals delineated in the plan;</p> <ul style="list-style-type: none"> • Yup'ik Curriculum • Effective Operations • Involving Elders, and • Career Pathways
Personnel	<p>X. Personnel:</p> <p>A. New Hires:</p> <p>Superintendent Norma Holmgaard presented for approval the new hires for Anthony Cook as Math/Science Teacher for Tuluksak School; Astrid Cook, Counselor for Tuluksak School; Maria Bovino as 7th Grade Teacher for Akiak School; and Julie George as Accounting Technician.</p> <p>Motion by Ivan Ivan, seconded by Brian Henry to approve the new hires as presented</p>
Consent Agenda Reports	<p>XI. Superintendent's Report:</p> <p>Motion by Ivan Ivan, Seconded by Noah Andrew to accept Superintendent's report.</p>
Business Manager's Report	<p>Business Manager's Report:</p> <p>Motion by Ivan Ivan, Seconded by Noah Andrew to accept the Business Manager's report.</p>
Interim Maintenance Director's Report	<p>Interim Maintenance Director's Report, Jim Hartz Report:</p> <p>Motion by Ivan Ivan, Seconded by Noah Andrew to accept Interim Maintenance Director's report.</p>
Travel	<p>XII. Travel:</p>
Executive Session	<p>XIII. Executive Session:</p>
Information	<p>XIV. Information:</p>
Board and Public Comment	<p>XV. Board & Public Comments</p>
Date of Next Board Meeting	<p>Date and Place of Next Meeting: August 21, 2014 in Akiachak</p>
Adjournment	<p>XVI. Adjournment: Motion by Moses Owen, Seconded by Peter</p>

Napoka to adjourn the meeting at 2:50 PM.

Secretary

Date