



Bristol Bay Borough School District

Presentation To House Education Committee

April 7, 2023

SUPERINTENDENT, BILL HILL

Introduction - Personal



Bristol Bay Borough School District

The Bristol Bay Borough School District is a small single-site school district with two schools, the Naknek Elementary and the Bristol Bay Middle/High School.

BBBSD serves approximately 110 students K-12 and an additional 15 students in Pre-K 3/4.

BBBSD year-to-year has approximately a dozen certified teachers and an equal number of classified staff members.

BBBSD is fortunate to receive substantial support from our Borough, the 1st organized Borough in the State of Alaska.

Challenges - Staffing

- ▶ BBBSD historically had very stable staffing with little turnover year-to-year. That has changed in the past 15 years with turnover becoming a major challenge.
 - ▶ BBBSD has seen 20% or more turnover on an annual basis for the last 7 years.
 - ▶ BBBSD suffers from a lack of mid-career teachers.
 - ▶ BBBSD has not been fully hired for the past two years, with a Certified CTE position remaining open.
 - ▶ BBBSD is fortunate to be 100% staffed for FY24

Challenges – Staffing

- ▶ Challenges that impact recruiting efforts:
 - ▶ National shortage of qualified teachers
 - ▶ Wages that are not competitive
 - ▶ After five years of service, teachers have an incentive to leave for states that offer a defined benefit system
 - ▶ Lack of adequate housing
 - ▶ High cost of living associated with energy costs, travel, freight, etc.
 - ▶ High costs/low bandwidth internet
 - ▶ Need to ship/own vehicles

Challenges - Staffing

My Experience/Long-Term Perspective:

- 1998 – As a first year teacher at BBBSD, my salary @ BA 0+0 was \$33,667.
- 2022 – A first year teacher at BBBSD, BA 0+0 is \$52,450.
- If my 1998 salary was adjusted using the Federal Inflation calculator, a BA 0+0 in 2022, should have been \$61,023. A 16.35% increase would be needed to match the spending power of my original salary at BBBSD.
- Alaska's defined benefit retirement system allowed me to justify a career in education.

Initiatives - Staffing

- Certified Tutor Program – When funding is available, certified tutors are hired to provide remediation/extension services to our students.
- In 2022 we negotiated the highest salary possible within our budget to attract new teachers and maintain staffing levels.
- In conjunction with the University of Alaska, developed an experiential Master's of education program.
- In partnership with the Bristol Bay Native Corporation Education Foundation are developing a C3 initiative to provide cultural training for certified teachers.
- Early development of a Para-Certified Educator pathway for classified staff.

Challenges – Airfare/Freight/Fuel

Airfare: \$600 RT King Salmon - Anchorage

Freight: \$1.08 - \$1.19/lb Freight Charge + Fuel Surcharge

Fuel: Gasoline: \$6.97/Gallon Fuel Oil: \$5.68/Gallon

Internet: \$299/month 10 Mbps service

Challenges – Electric/Heating

BBBSD facilities total approximately 86,000 square feet. Energy costs historically required applying for waivers from the 70/30 requirement.

- Electrical consumption billing in 2023 are 20% higher than 2022:

FY22 0.47/KwH

FY23 0.56 KwH

BBBSD facilities are heated via a waste heat system from the local utility.

- Heating charges are very low and equal \$71,232/year but required a significant investment to replace distribution lines in 2021.

Initiatives - Energy

BBBSD completed district-wide energy upgrades over two phases of renovations. Components addressed:

- District-wide installation of LED lighting.
- Upgrade of HVAC system pumps & fans to VFD.
- Smart switch/monitoring systems to reduce energy consumption in non-occupied times.
- Increasing the efficiency of exterior envelope: windows, doors, siding, roofs.
- Installation of modern DDC system.
- Replacement of failing district heating lines

Initiatives - Energy

BBBSD saw significant results from our energy initiatives:

- Increased comfort as the school heating system is now adequate for cold months.
- Brightly light education and play spaces.
- A reduction in electrical costs of over 30%.

Challenges - Broadband

- BBBSD contracts with GCI for microwave-fiber broadband.
- BBBSD qualifies for 90% reimbursement via E-Rate funding
- BBBSD qualifies for BAG grant funding
- 2 x 25Mbps Connections serve our students
- Total Cost of service before E-Rate \$1,384,944
- District cost after E-Rate: \$138,494
- Limited broadband require scheduling of high-impact use.
- Limited broadband reduces opportunities for students.

Broadband - Opportunities

- BBBSD uses broadband to:
 - Provide online courses
 - Complete state assessments
 - Staff Training
 - Meeting via broadband
 - Outreach to parents

Increased broadband would result in increased distance-delivery opportunities for our students: elective classes, tutoring, college courses.

Challenges – Reporting

BBBSD has a small administrative staff of 2.5 individuals who are responsible for a majority of the reporting requirements for Federal, State and grant initiatives:

- Superintendent
- Business Manager
- Asst. Superintendent/Principal

Recommendation: A state data project that would provide EED with the ability to pull duplicative data from multiple reports, i.e. OASIS reports, from a common pool.

Initiatives

During my tenure at BBBSD, a number of initiatives have allowed us to minimize the impact to instruction, some of the work we have done:

- Energy Efficiency Efforts
- Reduction in staffing: combining elementary classes, reducing classified staffing, reducing District Office staffing by 50%
- Engaging contractors to reduce staffing needs, i.e. Sped Director, Business Office, Food Service Support, Maintenance Management System, etc.
- Heavy reliance on grant funding, i.e. Pre-K
- Partnerships with regional entities to deliver CTE/ANSEP/Pre-K/STEM programming.
- Partnership with local clinic to provide a school nurse, SEL programming, and counseling.
- Heavy reliance on fundraising to continue with student activities.

The Future of Alaska Education

Alaska's education system has been negatively impacted by instability in staffing and funding. Constant turnover in teachers and administrators create constant disruptions that affect student performance negatively.

Without a significant investment in Alaska's education system, we will continue to see revolving teaching staffs and poor performance on state assessments.

Alaska's educators look to you to help us build a bright future for our students and our education system.

CONTACT INFO

- ▶ Bill Hill, Superintendent
 - ▶ (907) 246-4225
 - ▶ bhill@bbbsd.net