



NORTH SLOPE BOROUGH SCHOOL DISTRICT
MEMORANDUM

TO: John Hopson Jr., President
Members of the Board

THROUGH: David Vadiveloo, Superintendent DSV
DSV

FROM: Loretta Ebnet, HR Director lke
lke

DATE: November 15, 2024

SUBJECT: **FY25 & FY26 New Hire and Rehire Contract
Issuance Approval**

Memo No. SB25-095
(Action Item)

NSBSD Strategic Plan Goal:

Staff Support & Professional Development

Goal 6: Build and sustain a thriving workforce aligned with the mission of this District

Issue Summary:

Due to the highly competitive environment for recruiting and retaining certified staff, NSBSD is focused on recruiting and retaining quality teachers and certified administrators for the remainder of 2024-25 and upcoming 2025-26 school year. To support this goal, the administration seeks approval to offer new hire certified contracts and rehire certified contracts, in the following circumstances:

- i) for new hire certified candidates, a contract may be offered only after successful completion of an interview, and with the agreement of the candidate that the final execution of the contract by the District is *contingent upon* clear background checks, clear reference checks and approval of the Superintendent or designee.
- ii) for rehiring certified staff, a contract may be offered only where there has been a satisfactory evaluation and approval of the Superintendent or designee.

If this proposed process is approved, the HR Department will provide an updated monthly rehire and new hire list during scheduled Board meetings, including candidate profiles in the case of new hire staff.

Background:

There is a critical nationwide shortage of quality certified staff in the teaching profession. Recruitment and retention of quality certified staff has proven to be a challenge for all Districts in Alaska. In the last school year recruiting period, candidates were regularly interviewed by our District and then took positions with other Districts because they were offered contracts on the spot and our turnaround process took more than 2 days. With the support of the Board of Education, the NSBSD administration began a comprehensive overhaul of recruiting and retention initiatives and programs last year. This has included a change to conventional practices of recruiting and approvals to respond to the volatile market conditions.

Recommendation:

The administration recommends that the Board approve the Human Resources Department to offer new hire certified contracts and rehire certified contracts, subject to the process contained in this



memo. The HR Department will provide an updated monthly rehire and new hire list during scheduled Board meetings.

Proposed Motion:

“I move that the NSBSD Board of Education approve the Human Resources Department to issue FY 25 and FY26 Rehire and New Hire Contracts subject to the procedures contained in this memo no. SB25-095.”

Motion by: _____ Seconded by: _____

Advisory Vote: _____ Vote: _____

Electronic Signature Approval:

I approve all recommended contracts issued following the procedures in memo no. SB25-095, to be electronically stamped and dated with approval from the following Board Members.

Electronic Signature and Date:

Please sign in the middle

Board President

Electronic Signature and Date:

Please sign in the middle

Board Member



Signature: Ds Vadiveloo
Ds Vadiveloo (Nov 18, 2024 20:30 AKST)
Email: david.vadiveloo@nsbsd.org

Signature: Loretta Ebnet
Loretta Ebnet (Nov 18, 2024 16:50 AKST)
Email: loretta.ebnet@nsbsd.org