



NORTH SLOPE BOROUGH SCHOOL DISTRICT

MEMORANDUM

TO: Robyn Burke, President
Members of the School Board

THROUGH: David Vadiveloo, Chief School Administrator *Dsv*
Dsv

FROM: Dr. Bobby Bolen, Director of Human Resources *BB*
BB

DATE: November 17, 2022

SUBJECT: Contracts Over \$10,000 –
Law Offices of Nicolas Caraquel PLLC

Memo No. SB23-075
(Action Item)

NSBSD Strategic Plan Goal:

3.0 Staff Success: Strengthen the recruitment and retention of highly effective staff and inspire more Iñupiaq teachers and administrators.

3.1 Hiring & Recruiting: Improve the hiring and onboarding process for all employees.

NSBSD Policy Manual:

BP 3312, Contracts: The Superintendent or designee may enter into contracts and memoranda of agreement (MOA's) on behalf of the District. All contracts and MOA's with a dollar value of \$10,000 or greater must be approved by the School Board.

Issue Summary:

At the November 1, 2022 Special Meeting, the Board of Education approved two contractor agencies, Jobs Connect USA Staffing Solutions LLC and the Law Offices of Nicolas Caraquel PLLC to apply for up to twenty-five overseas teaching candidates. This approval allowed for year 1 costs with the Law Offices of Nicolas Caraquel PLLC to process all legal documentations, manage the H1B Visa process, support the State Department with inquiries, and any follow-up after Jobs Connect identifies the teacher and assists the interview processes.

The additional contract amount provides the cost for year 2, in the amount of \$102,960. This will provide preparation, review, and filing of all 26 H1B candidates application and its supporting documents to the appropriate US government agency. In addition, this will cover the preparation, review, and response to any Requests for Evidence (RFE), Intent to Deny (NOID), or Intent to Terminate (NOIT) unless the reasons is predetermined before the filing.

Considering the initial Board approval (SB23-066) had an amount not to exceed \$126,500, the additional cost requires Board approval.

Background:

Nationwide, there is a shortage of over 200,000 teachers and Alaska is experiencing this shortage in a particularly critical way due to our remoteness and high teacher turnover. Our region, including Northwest Arctic Borough School District, is one of the worst affected areas, with each District currently struggling to cover more than 30 certified teacher vacancies each. This is having a severe impact on staffing in our village schools in particular. In response many Alaskan Districts (and Districts nation wide) are turning to overseas teacher recruiting.

In an attempt to find an alternate pathway to secure the required number of overseas teachers, the District identified the H1-B Visa category as a possible alternate pathway. Employers wishing to

utilize the H1-B visa category must satisfy a number of State Department legal requirements to achieve “cap-exempt status” before they can bring overseas employees into the US. Bringing any overseas candidate into any District under either the J1 program or H1-B program comes at a cost in the multiple thousands per teachers to the Districts.

Length of Contract:

The contract commenced upon Board approval at the November 1, 2022 Special Meeting and will be valid through June 30, 2024.

Grant Funding:

These contracts will be grant funded under ESSER II: 277.200.350.000.410

Available Budget:

\$274,555.11

Funding Source and Contract Amount:

ESSER II: 277.200.350.000.410

The contract amount for the Law Offices of Nicolas Caraquel PLLC

Year 1 Cost: \$126,500 (Approved under SB23-066)

Year 2 Cost: \$ 102,960

Total: \$ 229,460

Compliance with BP 3311:

N/A: This is an addendum to the original engagement under SB23-066.

Proposed Motion:

“I move that the NSBSD Board of Education approve the additional cost of \$ 102,960 for the Law Offices of Nicolas Caraquel, PLLC, not to exceed the overall total of \$ 229,460 as described in this memo and related attachments.”

Moved by: _____ Seconded by: _____

Advisory Vote: _____ Vote: _____

Signature: DS Vadiveloo
DS Vadiveloo (Nov 11, 2022 18:16 AKST)

Email: david.vadiveloo@nsbsd.org

Signature: Bobby Bolen
Bobby Bolen (Nov 11, 2022 18:34 AKST)

Email: Bobby.Bolen@nsbsd.org