



## NORTH SLOPE BOROUGH SCHOOL DISTRICT

### MEMORANDUM

**TO:** Robyn Burke, President  
Members of the School Board

**THROUGH:** David Vadiveloo, Chief School Administrator/Superintendent DsV  
Dsv

**FROM:** Tammy Stromberg, Director of Finance TJS  
TJS

**DATE:** August 9, 2023

**SUBJECT:** FY24 New Teacher Signing Bonus **Memo No. SB24-009**  
(Action Item)

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#### 2020-2025 NSBSD STRATEGIC PLAN

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

4.0 Financial & Operational Stewardship: Effectively employ our operational and financial resources to support the long-term stability of the district.

#### NSBSD Policy Manual:

BP 4000, Concepts and Roles (All Personnel): The School Board wishes to establish conditions that will attract and hold qualified personnel who will devote themselves to the education and welfare of the students of the district. The Board desires that teachers pursue excellence within their profession and may provide incentives to teachers of demonstrated ability and expertise that will encourage them to stay in the public school system.

AS 14.08.101 Powers: A regional school board may...(4) appoint, compensate, and otherwise control all school employees in accordance with this title.

#### Issue Summary:

AS 14.08.101 grants Alaska school boards broad powers, including the power to compensate employees. As Alaska, and the nation, is experiencing a teacher shortage, in order to remain competitive with other Districts that are offering similar incentives the North Slope Borough School District would recommend the Board approve a \$2,000 signing bonus for first time FY24 NSBSD certificated staff effective July 1, 2023.

Seventy-four (74) new teachers were hired for the 2023-2024 school year. The total cost with benefits is estimated at \$160,000.

#### Background:

The District reported 48 certificated vacancies, beginning the first day of FY22, to the Alaska Department of Education and Early Development. Ending FY23, there were 25 certificated vacancies. As of today, August 9, 2023, with recruitment efforts made throughout the summer, there are 12 certificated vacancies.

To reduce the amount of vacancies, other districts are offering incentives. Northwest Arctic Borough School District is offering a \$1500 bonus; Galena City School District is offering a \$3000 bonus; Yukon Koyukuk School District is offering a bonus up to \$1500 and a \$2000 - \$3000 annual stipend based on longevity; and, Kenai Peninsula Borough School District is offering \$2500 and \$5000 for Special Education teachers. This is a recurring incentive in other school districts across Alaska.

**Recommendation:**

Administration is recommending the Board approve a \$2000 signing bonus for first time FY24 NSBSD certificated staff, effective July 1, 2023, for the seventy-four new teachers with a cost estimated \$160,000.

**Proposed Motion:**

“I move that the NSBSD Board of Education approve the \$2000 signing bonus for first time FY24 NSBSD certificated staff, effective July 1, 2023, for the seventy-four new teachers with a cost estimated \$160,000.”

Motion by \_\_\_\_\_ Seconded by \_\_\_\_\_

Advisory Vote \_\_\_\_\_ Vote \_\_\_\_\_

Signature: *DsVadiveloo*  
DsVadiveloo (Aug 11, 2023 16:12 AKDT)

Email: david.vadiveloo@nsbsd.org

Signature: *Tammy Stromberg*  
Tammy Stromberg (Aug 10, 2023 18:31 AKDT)

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