



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: **Certified and Classified Retention & Renewal Incentive** **Memo No. SB25-094**
(Action Item)

NSBSD Strategic Plan Summary:

Staff Support & Professional Development

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

Issue Summary:

This memo proposes a one-time, non-recurring certified, and classified renewal incentive to be paid to full-time employees of the North Slope Borough School District. The incentive payment recognizes i) employees who renew their commitment to the mission of the Board, the Strategic Plan and the growth and development of our students ii) the volatile nature of the education sector nationally and iii) the challenge of recruiting locally across the region.

The incentive would be tied to the signing date of contracts (for contracted staff) and a return to duties in the new school year for fulltime hourly classified staff. The incentive would be scaled based on longevity.

The payment would not be TRS-able and would be taxable. The stipend issuance, if approved, would commence in the 2025/2026 School Year.

As the proposal represents a change to the compensation provided to staff covered by the NSBEA and NSEAA collective bargaining agreements, the District has sought and received approval from these representative bodies for the incentive payment to be made.

The qualifying conditions for payment of the incentive are below:

- The incentive will be available to full-time contracted staff and full-time classified hourly employees who are returning to employment in FY26.
- The scaled years for the incentive will be assessed based on uninterrupted years of service.
- Full-time contracted staff will be required to sign their contracts within 5 days of the contract being emailed to them, otherwise no incentive payment will be made.
- Fulltime classified hourly staff will be required to return to work full-time at the start of the school year, otherwise no incentive payment will be made.



- The payment would be split across the FY26 year in two payments – one in August and one in January and will only be paid to qualifying staff who are employed full-time at those payroll times.

| Duration of employment as of June 30, 2025 | Applies to full-time Contracted staff and/or Tenured Teachers – Must sign FY26 contract within 5 business days of the contract being emailed. | Applies to full-time Contracted staff and/or Non-Tenured Teachers – Must sign FY26 contract within 5 business days of the contract being emailed. | Full- Time Classified Staff – Must be scheduled to work 37.5 hours per wk in FY26. |
|--|--|--|---|
| 1-3 Years | \$0 | \$1,000 | \$1,000 |
| 4-9 Years | \$2,000 | \$0 | \$2,000 |
| 10-14 Years | \$3,000 | \$0 | \$3,000 |
| 15 Years + | \$4,000 | \$0 | \$4,000 |

Background:

NSBSD has experienced persistent challenges in recruiting and retaining qualified employees, particularly in our remote communities. Retention and renewal incentives are proven strategies used by many districts facing similar challenges. Last year the Board approved a longevity milestone bonus to staff who have shown loyalty to our students and our district. By offering these incentives, we recognize dedicated employees, reduce the likelihood of turnover, and build a more consistent and experienced workforce.

The primary objective of this initiative is to further enhance staff retention, reduce turnover costs, and continue to foster a more stable educational environment for our students.

The approval of this retention and renewal incentive will require an initial investment from the district. However, this should be considered a strategic use of resources aimed at reducing overall turnover costs. The budget impact will vary based on participation, but the savings from reduced recruitment, onboarding, and lost productivity will help offset these expenditures.

Funding Source and Purchase/Contract Amount:

This initiative is estimated to cost the District \$600,000 and will be funded from the FY26 HR budget.

Recommendation:

The administration recommends the Board approve this one-time, non-recurring contracted and classified hourly retention and renewal incentive to be paid to full-time employees of the North Slope Borough School District per the details of this memo.

Proposed Motion:

“I move that the NSBSD Board of Education approve the one-time retention & renewal incentive for FY26 as described in memo SB25-094.”

Moved by _____ Seconded by _____

Advisory Vote _____ Vote _____



Signature: DsVadiveloo
DsVadiveloo (Nov 18, 2024 20:31 AKST)
Email: david.vadiveloo@nsbsd.org

Signature: Loretta Ebnet
Loretta Ebnet (Nov 19, 2024 07:32 AKST)
Email: loretta.ebnet@nsbsd.org