



## NORTH SLOPE BOROUGH SCHOOL DISTRICT

### MEMORANDUM

**TO:** Roxanne Brower, Board President  
Members of the School Board

**THROUGH:** Pauline Harvey, Superintendent

**FROM:** Ronnie Stanford, Assistant Superintendent

**DATE:** May 1, 2020

**SUBJECT:** Paraprofessional Career Ladder

Memo No. SB20-256  
(Action Item)

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**NSBSD Strategic Plan Goal:**

1.0 ACADEMIC SUCCESS/WHOLE CHILD: All students will reach their intellectual potential and achieve academic success through integrating Iñupiaq knowledge systems into the core content areas and focusing on the development of the Whole Child.

2.0 QARGI/COMMUNITY SPIRIT: Fostering the reclamation and recovery of the responsibility each one of us has for living the Iñupiaq values and being accountable at the personal and community levels for “walking the talk,” embodying the QARGI spirit and commitment to education.

3.0 STAFF RECRUITMENT & RETENTION: Strengthen the recruitment and retention of highly effective staff and inspire indigenous Iñupiaq teachers.

4.0 FINANCIAL & OPERATIONAL STEWARDSHIP: Effectively employ our operational and financial resources to support our strategic goals and long-term stability of the district.

**Issue Summary:**

New Parapro Step Ladder (to coordinate with Ilisagvik)

Previous entry point was Range 11 with a max of Range 13

New entry point is Range 12 with a max of Range 15

Para Range 12 \$20.00 per hour (Entry)

Para Range 13 \$21.37 per hour (Certificate 1 from Ilisagvik College or equivalent of 15 credit hours)

Para Range 14 \$22.95 per hour (Certificate 2 from Ilisagvik College or equivalent of 30 credit hours)

Para Range 15 \$24.56 per hour (Certificate 3 from Ilisagvik College or equivalent of 60 credit hours)

**Background:**

The NSBSD is interested in adopting the Career Ladder for Paraprofessionals to provide incentive through increased pay and professional development. Through a partnership with Ilisagvik College, these incentives are to encourage our paraprofessionals to pursue higher education with the intent of eventually becoming certified classroom teachers.

**Proposed Motion:**

“I move that the NSBSD Board of Education approve the paraprofessional career ladder as described in memo no. SB20-256.”

Moved By: \_\_\_\_\_ Seconded By: \_\_\_\_\_

Vote: \_\_\_\_\_