



NORTH SLOPE BOROUGH SCHOOL DISTRICT

MEMORANDUM

TO: Robyn Burke, President
Members of the School Board

THROUGH: David Vadiveloo, Superintendent DSV

FROM: Greg Culbert, Director of Human Resources GC

DATE: March 15, 2024

SUBJECT: **FY24-25 Contract Issuance Approval**

**Memo No. SB24-113
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.

Issue Summary:

Due to the highly competitive and volatile environment for retaining certificated staff it’s crucial that the NSBSD retain quality teachers and certified administrators for the remaining FY24 and FY25 school year, in a timely manner before they accept offers from other Districts. To do this, the NSBSD would ideally be able to have contracts signed throughout the 2nd semester and throughout the summer without waiting for the regularly scheduled Board meeting for approval.

Recommendation:

To ensure the District remains competitive across the recruiting season for FY24 - FY25, the administration is recommending approval for the Human Resources Department to offer rehire certificated contracts and new hire certificated contracts without Board approval at a regularly scheduled meeting, from March 20th 2024 through until the August regular meeting in 2024. The HR Department will provide an updated montly rehire list during scheduled Board meetings. During this recruiting time, final approval will come from the Superintendent.

Proposed Motion:

“I move that the NSBSD Board of Education approve the Human Resources Department to issue FY24-25 Certificated Rehire and New Hire Contracts from March 20th, 2024 through until the August regular meeting in 2024 as presented in memo no. SB24-113.”

Motion by: _____ Second by: _____

Advisory Vote: _____ Vote: _____

Motion and Signature Approval on page 2 of 2.

Electronic Signature Approval:

I approve all recommended contracts, listed in memo no. SB24-113, 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: Greg Culbert
Greg Culbert (Mar 19, 2024 14:57 AKDT)
Email: greg.culbert@nsbsd.org

Signature: Ds Vadiveloo
Ds Vadiveloo (Mar 19, 2024 11:20 AKDT)
Email: david.vadiveloo@nsbsd.org