



## NORTH SLOPE BOROUGH SCHOOL DISTRICT

### M E M O R A N D U M

**TO:** Qaiyaan Harcharek, President  
Members of the School Board

**THROUGH:** Rich Carlson, Interim Superintendent

**THROUGH:** Fadil Limani, Chief Financial Officer

**FROM:** Tennessee Judkins, Iñupiaq Education Coordinator

**DATE:** October 1, 2021

**SUBJECT:** **Proposed Budget Revision -  
Iñupiaq Education Department Restructure**

DocuSigned by:

Richard Carlson  
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DocuSigned by:

Angie  
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**Memo No: SB22-052**  
(Action Item)

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#### 2020-2025 Strategic Plan Goal:

**1.4 Iñupiaq Language & Culture:** Implement language and culture programs to revitalize the Iñupiaq language.

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

**3.2 Homegrown Workforce:** Support the systems that inspire, develop and recruit local/homegrown teachers, administrators and staff.

**3.4 Staff Cultural Integration:** Provide cultural training and hands-on experiences for teachers and Principals to enhance cultural understanding and integration

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

**4.2 Financial Stewardship:** Ensure financial management based on what is best for our students.

**4.3 Learning Environment & Supports:** Create student-centered schools incorporating culture beyond curriculum into all aspects of our work including facilities and operations.

#### Issue Summary/Background:

The Iñupiaq Education Department has been without a Director since 2018 with the same expectation of duties placed on the Coordinator of IED without clarification or proper compensation. There is a need for a structured department with equal leadership in place, as historically, the department has been the heart of the District which has slowly diminished over time.

The proposed structure is to re-establish a Director of Iñupiaq Education, revision of job duties from a unit development specialist to an Instructional Iñupiaq Language Specialist, change of a Secretary III to a Secretary I, and remove and reallocate funding from the Technology Specialist position.

**The current budget for the Iñupiaq Education Department is set for the following:**

<b>Current Budget</b>						
	<b>Salary</b>	<b>Benefits</b>	<b>Total</b>	<b>General Fund</b>	<b>Grant Funds</b>	<b>Total</b>
Position						
Director/Coordinator/Manger-260 Days	123,409.00	60,454.82	183,863.82	55,817.29	128,046.53	183,863.82
Certified Specialist-191 Days	90,092.00	46,439.28	136,531.28	106,720.81	29,810.47	136,531.28
Support Staff-Hourly	62,270.78	55,113.04	117,383.82	117,383.82	-	117,383.82
Support Staff-Salaried 260 Days	95,865.68	31,891.68	127,757.36	127,757.36	-	127,757.36
	371,637.46	193,898.82	565,536.28	407,679.28	157,857.00	565,536.28

**The proposed budget for the Iñupiaq Education Department restructure will allow for the following:**

<b>Proposed Budget</b>						
	<b>Salary</b>	<b>Benefits</b>	<b>Total</b>	<b>General Fund</b>	<b>Grant Funds</b>	<b>Total</b>
Position						
Director-260 Days	128,514.00	62,955.63	191,469.63	143,602.22	47,867.41	191,469.63
Coordinator Position-260 Days	114,335.00	56,009.71	170,344.71	170,344.71	-	170,344.71
Instructional Inupiaq Language Specialist. 191 Days	61,349.00	31,623.27	92,972.27	18,594.45	74,377.81	92,972.27
Secretary I position-Hourly	41,671.50	13,862.88	55,534.38	55,534.38	-	55,534.38
	345,869.50	164,451.48	510,320.98	388,075.76	122,245.22	510,320.98
Difference	(25,767.96)	(29,447.34)	(55,215.30)	(19,603.52)	(35,611.78)	(55,215.30)

The estimated cost savings in restructuring the Iñupiaq Education department is \$55,215.30.

**Proposed Motion:**

“I move that the NSBSD Board of Education approve the Iñupiaq Education department restructure and proposed budget revision.”

Moved by \_\_\_\_\_ Seconded by \_\_\_\_\_

Vote \_\_\_\_\_