



MEMORANDUM

TO: ISD 110 Administration, School Board

FROM: Paul Sparby

DATE: June 8, 2026

SUBJECT: Proposal to add HOSA

Purpose

The purpose of this memorandum is to get our Health Occupations Students of America (HOSA) added as a district sponsored activity.

History and/or Context

We started our HOSA club in the fall of 2025. In our first year, we had 53 students participate in the club. Next year, we are anticipating over 65 students will be members of our HOSA activity.

Proposal Summary

We would like to add HOSA as a district sponsored activity. HOSA is the sister program to our DECA program. DECA focuses on business, marketing, finance and management. HOSA focuses on careers in the healthcare industry. HOSA has over 330k members across thousands of chapters globally and serves as a critical pipeline to address medical workforce shortages along with exposing students to the multitude of career opportunities in healthcare.

Data and Rationale

In our inaugural year, we had 53 students participate in the program, which shows a strong need and desire for this type of program within our student body. Next year, we have over 65 students already signed up to participate. Please see the attached spreadsheet with financial breakdown.

Measures of Success

Success will be measured by the number of students who have signed up to participate and participate in HOSA competitions. The goal will be to create a club that is self-sustaining financially.

Potential Pitfalls

Potential pitfalls may be that students will choose to leave or not participate in other activities due to the time commitment of being in HOSA. However, at the high school level, I feel it is our job to continue to provide opportunities for students to pursue their passions and interests.

Proposal Cost Estimates

Advisor stipend: I would propose aligning this position and stipend with our DECA advisor. This percentage in the contract is the percent of BA 15, Step D. The actual stipend amounts would be a starting stipend of \$5,554 for the advisor and if numbers warranted, \$3534 for the assistant advisor, per our master agreement. Please see attached sheet for more financial details and specifics for stipends, competition fees, and transportation. The district would cover the costs of the HOSA fee (\$50/person); advisor stipend; transportation to events; Medical Reserve Camp for officers (up to \$500); and state participation fee for all students who qualify (\$50/student). All other fees will be covered by fundraising, donations, and/or individual students.

Funding

Student fees; donations; fundraising; individual students. See attachment for breakdown.

Timeline

We would like to have this in place for the start of the 2026-2027 school year.

[HOSA Financial Breakdown 2026-2027](#)