



**NORTH SLOPE BOROUGH SCHOOL DISTRICT**

**MEMORANDUM**

**TO:** Nancy Rock, President  
Members of the School Board

**THROUGH:** David Vadiveloo, Chief School Administrator

**From:** Bobby Bolen, Director of Human Resources

**DATE:** September 2, 2022

**SUBJECT:** FY23 New Hire Contract Issuance Approval

**Memo No. SB23-025  
Action Item**

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**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 changing environment for recruiting teachers it is imperative that the North Slope Borough School District recruit quality teachers and to get contracts signed throughout the 1<sup>st</sup> semester, post recruiting season. As 40 positions are left unfilled after the start of school, we would like to provide job security to perspective employees and ask them to commit to us by offering a contract without prior board approval. We are requesting approval to offer contracts to quality teachers upon completion of an interview, and the receipt and review of background checks and reference checks.

**Recommendation:**

In efforts to streamline the teacher on boarding process of 40 teacher vacancies across the slope. The administration is recommending your approval for the Human Resources Department the authority to offer Teacher contracts during the 1<sup>st</sup> semester months during scheduled Board meetings with approval from the Superintendent or Acting Superintendent after the completion of an interview and upon receipt and review of a background check and reference checks.

**Proposed Motion:**

“I move that the NSBSD Board of Education approve the recommendation for the Human Resources Department to issue FY23 New Hire Contract Issuance Approval as presented in memo no. SB23-025”

Motion by: \_\_\_\_\_ Second by: \_\_\_\_\_

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

**Motion and Signature Approval on page 2 of 2.**

**Electronic Signature Approval:**

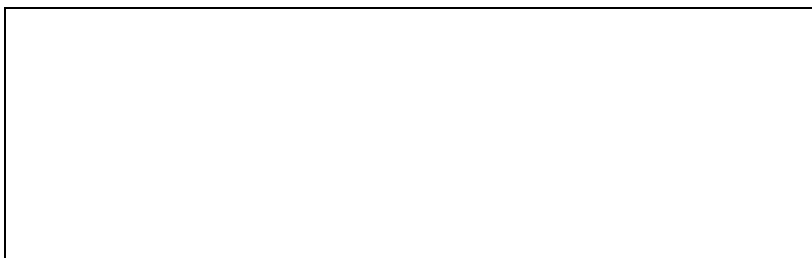
I approve all recommended contracts, listed in memo no. SB23-025, to be electronically stamped and dated with approval from the following Board Members.

Electronic Signature and Date:  
*Please sign in the middle*



Board President

Electronic Signature and Date:  
*Please sign in the middle*



Board Member