



**NORTH SLOPE BOROUGH SCHOOL DISTRICT
M E M O R A N D U M**

TO: Robyn Burke, Board President
Members of the School Board

THROUGH: David Vadiveloo, Superintendent DSV

FROM: Dr. Bobby Bolen, Chief Operating Officer BB

DATE: April 19, 2024

SUBJECT: HQ Paraprofessional Pathway

**Memo No. SB24-141
(Action Item)**

NSBSD Strategic Plan Goal:

1.0 Student Success: 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.

3.0 Staff Success: 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:

Current Non-HQ Instructional Paraprofessionals pay entry is Range 12.

Master Teacher HQ Paraprofessionals will result in a 2-Range increase.

Para Range 12 \$20.40 per hour (Entry)

Para Range 14 \$23.41 per hour (Upon Completion of Modules & Assessments)

Background:

The NSBSD is interested in ensuring all of our paraprofessional educators have multiple pathways to reaching Highly Qualified status. The Master Teacher Pathway for Paraprofessionals provides incentive through increased pay and professional development. Paraprofessionals can play an important role in improving student achievement where they can reinforce and augment a teacher’s effort in the classroom. Alaska requires instructional paraprofessionals meet high standards of qualification under Alaska regulation 4 AAC 04.220. These incentives are to encourage our paraprofessionals to pursue higher professional development with the intent of eventually becoming certified classroom teachers.

Proposed Motion:

“I move that the NSBSD Board of Education approve the HQ Master Teacher Paraprofessional Pathway as described in memo no. SB24-141.”

Moved By: _____

Seconded By: _____

Vote: _____

Signature: DS Vadiveloo
DS Vadiveloo (Apr 20, 2024 11:45 AKDT)

Email: david.vadiveloo@nsbsd.org

Signature: Bobby Bolen
Bobby Bolen (Apr 19, 2024 23:22 AKDT)

Email: Bobby.Bolen@nsbsd.org