



NORTH SLOPE BOROUGH SCHOOL DISTRICT
MEMORANDUM

TO: John Hopson Jr., President
Members of the Board

THROUGH: David Vadiveloo, Superintendent DsV

FROM: Loretta Ebnet, Director Human Resources lke

DATE: November 13, 2024

SUBJECT: **Ilisaurriquta (Lets be teachers!) stipend**

Memo No. SB25-097
(Action Item)

NSBSD Strategic Plan Summary:

Family & Community Collaboration

Goal 1: Prioritize and implement intentional and purposeful partnerships.

Student Social & Emotional Wellbeing

Goal 5: Facilitate & maintain culturally, emotionally, & physically safe learning environments

Staff Support & Professional Development

Goal 6: Build and sustain a thriving workforce aligned with the mission of this District

Issue Summary:

Teacher turnover in our District is over 30% per year. The District created the 'Ilisaurriquta' (Lets be teachers!) initiative and has two college based partnerships to attract local teachers to enroll in a teacher certification path. One of those partnerships (Arctic Slope Community Foundation) offers a teacher stipend of \$750 per month through the partner organization and the other (Ilisaġvik College) does not. The District would like to provide equity to paraprofessionals who wish to join the Ilisaġvik teacher certification pathway by offering a monthly stipend of \$750 to those paraprofessionals during the school year. This initiative is designed to invest in our existing workforce, address the district's teacher shortage, and enhance educational outcomes for our students. The stipend issuance, if approved, would commence in the second semester of the 24/25 School year and be offered again in FY26. For the second Semester of this current school year, the cost of the Ilisaurriquta stipend is expected to be no more that \$15,000. For the School year 25/26 the cost of the Ilisaurriquta stipend is expected to be no more than \$50,000. After that time the District would expect Ilisaġvik to carry that stipend cost, pursuant to a memorialized agreement.

Background:

More than 50 years ago Eben Hopson Sr stated that the school system should have more local teachers. Since that time very few initiatives have been developed to realize that vision. With the support of the Board last year the administration commenced the 'Ilisaurriquta' (Lets be teachers!) program, and identified 9 local paraprofessionals who were interested in obtaining a teacher certification. NSBSD has experienced persistent challenges in recruiting and retaining qualified teachers, particularly in our remote and rural communities. By providing a financial incentive, we can support local paraprofessionals in their pursuit of teacher certification, creating a pathway for professional growth and increasing the pool of qualified educators within our district. At this point, as



we try to generate interest in a teacher pathway for local staff, the District is willing to support the stipend and is resourced to do so. Ilisaġvik College and the NSBSD are engaged in numerous partnerships that support and grow education in our region. Discussions between the President of Ilisaġvik and the Superintendent have agreed that this stipend is something that while the District is able to support at this time but would need to be a shared or transferred cost to Ilisaġvik if it is to continue into the future.

Recommendation:

The administration recommends that the Board approve the issuance of an Ilisaurriġuqta stipend of \$750 per month to paraprofessionals or other local NSBSD staff enrolled in an Ilisaġvik College teacher certification pathway, commencing in second semester FY25 and continuing into FY26.

Proposed Motion:

“I move that the NSBSD Board of Education approve the Ilisaurriġuqta stipend for paraprofessionals or other local NSBSD staff enrolled in the Ilisaġvik College programs described in this memo.”

Moved by _____ Seconded by _____

Vote _____

Signature: DS Vadiveloo
DS Vadiveloo (Nov 18, 2024 18:54 AKST)
Email: david.vadiveloo@nsbsd.org

Signature: Loretta Ebnet
Loretta Ebnet (Nov 19, 2024 07:33 AKST)
Email: loretta.ebnet@nsbsd.org

