




## NORTH SLOPE BOROUGH SCHOOL DISTRICT

### MEMORANDUM

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

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

**THROUGH:** Tennessee Judkins, Director of Iñupiaq Education

**FROM:** Dr Bobby Bolen, Interim Director of Human Resources

**DATE:** August 5, 2022

**SUBJECT:** Employment of Relatives

**Memo No. SB23-018**  
(Action Item)

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#### **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.

1.4 IÑUPIAQ LANGUAGE & CULTURE: Implement language and culture programs to revitalize the Inupiaq language.

1.6 PLACE-BASED LEARNING: Implement place-based units across academic subjects including life-skills, connection to the land and experiential learning in the field.

2.2 COMMUNITY IN THE SCHOOL: Include Elders, parents and community members in school academics and activities and utilize community resources and expertise in learning.

3.0 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 the long-term stability of the district.

#### **NSBSD Policy Manual:**

Board Policy 4112.8/4212.8/4312.8 Employment of Relatives: An immediate family member of a Board member may be employed by the district if he/she is the most qualified applicant, has been approved by the Board, and such employment has received the written approval of the Commissioner of Education. (AS 14.14.140)

Board Policy 4212, Appointment and Conditions of Employment: The Superintendent or designee shall establish procedures for the selection of qualified candidates and shall appoint individuals to classified positions on a temporary, probationary, or regular basis... Temporary, substitute, short-term, and student help may be appointed by the Superintendent or designee.

**Issue Summary:**

In an effort to strengthen and expedite the re-integration of the ILF and Mapkuqput frameworks into our school district, the Administration is seeking to engage a number of Elders and language and culture experts who have worked previously for the District and who understand and support the urgent need to address the learning outcomes and needs of our students. As part of that initiative the Administration has temporary hired or is seeking to temporary hire Elders including Martha Stackhouse, Elsie Itta, Evelyn Williams, Nutaaq Doreen Simmonds, Etta Fournier, Rex and Leona Okakok, Louisa Riley, Lilian Lane and Dr Edna McClean. The Administration is further recommending the temporary hire of Dr Jana Harcharek, direct relative of Board member Qaiyaan Harcharek, as a programming, technical and content consultant for the Iñupiaq Education department and the Curriculum and Instruction Department.

In order for an immediate family member of a Board member to be employed, it requires that the person is the most qualified person for the contract, the approval of the school board and written approval from the Commissioner of Education.

Should the Board approve this recommendation and after approval from the Commissioner of Education, a contract would be provided to the Board for consideration as required.

**Background:**

In an effort to strengthen and expedite the re-integration of the ILF and Mapkuqput frameworks into our school district, the Administration is seeking to engage a number of Elders and language and culture experts who have worked previously for the District and who understand and support the urgent need to address the learning outcomes of all of our students. Some of the Elders that the District has temporary hired or is seeking to temporary hire include include Martha Stackhouse, Elsie Itta, Evelyn Williams, Nutaaq Doreen Simmonds, Etta Fournier, Rex and Leona Okakok, Louisa Riley, Lilian Lane, Dr Edna McClean and Dr Jana Harcharek.

Dr Harcharek is an internationally recognized expert in Indigenous education, place-based education and is a former director of the Iñupiaq Education Department. Dr Harcharek was an architect of both the Iñupiat Learning Framework (ILF) and the Mapkuqput which represent the platform of the NSBSD placed based curriculum. The Superintendent certifies that Dr Harcharek is the most qualified person to assist the District to re-align its curriculum with the ILF and support the Administration to align the delivery of educational services with international best practice in order to create a foundation for excellence in academic outcomes through a culturally responsive place based curriculum.

This is a temporary hire and will enhance academic programing and support the sustainable transfer of skills and knowledge to current NSBSD staff, in particular providing important intergenerational transfer of skills and knowledge to the new leadership of the Iñupiaq Education Department.

**Proposed Motion:**

“I move that the NSBSD Board of Education approve the temporary employment of Jana Harcharek and direct the Administration to seek written approval from the Commissioner of Education in accordance with Board Policy 4112.8/4212.8/4312.8 Employment of Relatives.”

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

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