



NORTH SLOPE BOROUGH SCHOOL DISTRICT MEMORANDUM

TO: Esther Evikana, President
Members of the Board

THROUGH: David Vadiveloo, Superintendent *DS Vadiveloo*

FROM: Caitlin Santos, Director of Curriculum & Instruction *Caitlin Santos*

DATE: November 3, 2025

SUBJECT: Contract \$50K and Over –
Proximity Learning

Memo No. SB26-058
(Action Item)

NSBSD Policy Manual:

Board Policy 3312, Contracts: The Superintendent of designee may enter into contracts and memoranda of agreement (MOA's) on behalf of the District. All contracts and MOA's with a dollar value of \$50,000 or greater must be approved by the School Board.

NSBSD Strategic Plan Summary:

Culturally Responsive Instruction

Goal 2: All students perform at or above grade level

Recommendation:

The district is recommending contracting Proximity Learning that provides remote licensed, professional teaching staff for periods longer than 1 month to fill gaps within buildings, or to provide access to course content where no qualified staff exists.

Issue Summary:

As we work toward ensuring high-quality, consistent instruction for all students, the district's existing capacity—through Curriculum & Instruction staff, building paraprofessionals, and available substitute teachers—has not been sufficient to meet instructional demands. Multiple certificated vacancies, along with unanticipated absences due to illness, injury, and attrition, left several classrooms without a certificated teacher during the school year.

To address this challenge, we explored remote teaching solutions that would provide access to certified teachers while maintaining an in-person support presence through a paraprofessional or other district employee. Classrooms at Barrow High School, Meade River School, Tikigaq School, and Kiita Learning Community were prioritized based on the difficulty of filling positions and the willingness of site staff to participate in the initiative. A one-month pilot was conducted to evaluate service quality and gather feedback from staff and students. Remote substitute teachers utilize our district curriculum, follow established behavioral expectations, and operate fully within our systems. They receive specialized training in remote instruction and are supported through regular observation and feedback. This approach provides the best of both worlds—qualified instruction combined with on-site support for students.

**Background:**

While active recruitment for yearlong teaching positions, and long term subs has been on-going, several sites have been either unable to fill vacancies, or have had both planned or unplanned staff outages. This level of understaffing provides a challenge to deliver high quality and consistent instruction for NSBSD students.

Length of Contract:

The contract runs for the duration of the 25-26 School Year.

Funding Source and Contract Amount:

Account Code: 100.200.350.000.410

Initial Contract Amount: \$44,091.84

Supplemental Contract Amount: \$113,076.00

Total Contract Amount: \$157,176.84

Available Budget:

This contract will be funded through the General Fund, and through strict coordination with the business office.

Compliance with BP 3311.

Proximity Learning is a new vendor for our district but has a strong track record of success in rural Alaska schools. While another company, Fullmind Staffing, was also considered, their estimated cost was approximately \$260,000, compared to \$158,000 for Proximity Learning, with no demonstrated experience in similar rural settings.

Per Exemption C, of BP 3311, this contract is exempt from the bidding process, however, as mentioned above multiple vendors were contacted to provide support.

Recommendation:

The recommendation is to use Proximity Learning to provide remote virtual subs for the 25-26 School Year.

Proposed Motion:

“I move that the NSBSD Board of Education approve the above \$50,000 and greater proposal and related contract for Proximity Learning, in the amount of \$113,076.00 as described in this memo and related attachments.”

Moved by _____ Seconded by _____

Vote _____

Signature: *DS Vadiveloo*

Email: david.vadiveloo@nsbsd.org

Signature: *Caitlin Santos*
Caitlin Santos (Nov 8, 2025 19:26:42 AKST)

Email: Caitlin.Santos@nsbsd.org

