



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

TO: Nancy Rock, President
Members of the School Board

THROUGH: Rich Carlson, Interim Superintendent

THROUGH: Fadil Limani, Chief Financial Officer

FROM: David Camp, Director of Human Resources
Lori Roth, Director of Student Services

DATE: November 3, 2021

SUBJECT: Contracts over \$10,000- Sunbelt Staffing

DocuSigned by:

Richard Carlson

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Memo No: SB22-084
(Action Item)

2020-2025 Strategic Plan Goal:

1.7 Student Well-Being: Support the physical, nutritional, mental, and social-emotional health of all students.

4.0 Financial & Operational Stewardship: Effectively employ our operational and financial resources to support our strategic goals and long-term stability of the district.

4.2 Financial Stewardship/Management: Ensure financial management based on what is best for our students.

4.3 Learning Environment & Supports: Create student-centered schools incorporating culture beyond curriculum into all aspects of our work including facilities and operations.

4.4 Organizational Effectiveness: Structure the organization to operate with efficiency and better serve our students.

Issue Summary:

In accordance with applicable Board policy, contracts and MOA's \$10,000 or greater require Board approval.

Background:

The North Slope Borough School District is in need of an on-site school counselors within the village sites, specifically the Nuiqsut Trapper School, Nunamiut School, and Kali School. Some of the identified Schools have not had a counselor since the 2019-2020 school year.

The School District Human Resource Department has had the positions posted and facilitated on-going recruitment in collaboration with Alaska Teacher Placement and Indeed.com postings. Applicants have been identified, and interviewed, but the position has remained unfilled due to lack of qualifications, inability to re-locate, or last-minute resignations. The school counselor is an essential position based on increased social emotional needs brought about by darkness, high suicide rates, on-going student and community trauma resulting from COVID-19, and on-going staff turn-over.

The School District entered into a client service agreement with Sunbelt Staffing on September 4, 2019. Sunbelt is a licensed staffing agency in the business of providing supplemental staffing to the public and private education sector and not a healthcare provider, will use its commercially reasonable efforts to provide Consultants for assignment with Client. Sunbelt will be responsible for payment of each Consultant's wages and applicable payroll taxes, deductions, and insurance, including workers' compensation, general liability and professional liability coverage for the benefit of the Consultants. If a Consultant is unable to complete the specified assignment, Sunbelt will use its commercially reasonable efforts to find a replacement in a timely manner.

While the client service agreement currently in place is for the referral and placement of Consultants, a separate assignment confirmation for each placement is required which will outline specifics as to the bill rates, personnel, and assignment lengths (See copy of contract for further details).

Length of Contract:

The length of contract will be from November 8, 2021 through May 13, 2022. The Assignment Confirmation for each site has yet to be identified and determined the specifics of the arrangement for the identified School Sites.

Funding Source and Purchase/Contract Amount:

Considering that the identified School Sites do not have budget resources to individually cover the contractual arrangement under a professional and technical services arrangement, the School District will eliminate the three Counselor positions out of the FY22 Budget for the identified sites and release the encumbrance in order to transfer the funds to professional and technical services to encumber such contract for each site.

FTE's Location	Available Budget for Salaries and Benefits of FTE
Nunamiut School	\$101,769
Nuiqsut Trapper School	\$117,537
Kali School	<u>\$84,948</u>
Total:	\$304,254

See attached BLT worksheet for further detail.

Contract not to exceed amount with Sunbelt \$304,254

Compliance with BP 3311

As noted above, The North Slope Borough School District has an on-going Board approved signed contract with Sunbelt Staffing dated September 4, 2019. Sunbelt Staffing was utilized successfully to locate essential personnel, and place, an Alaska licensed school psychologist for the 2019-2020 school year. This will be sole source contract based on Sunbelt Staffing's history of quality service, accessibility and commitment to locating essential staff, and establishing a positive on-going relationship with NSBSD.

Proposed Motion:

"I move that the NSBSD Board of Education approve the above \$10,000 and greater proposal and

related contract for Sunbelt Staffing in an amount not to exceed \$304,254, as described in this memo and related attachments.”

Moved by_____Seconded by_____

Vote_____