



NORTH SLOPE BOROUGH SCHOOL DISTRICT

MEMORANDUM

TO: Robyn Burke, President
Members of the School Board

THROUGH: David Vadiveloo, Chief School Administrator/Superintendent

FROM: Dennis Niedermeyer, Director of Finance

DATE: September 13, 2023

SUBJECT: FY24 New Teacher Signing Bonus

Memo No. SB24-025 RV1
(Action Item)

2020-2025 NSBSD STRATEGIC PLAN

3.0 Staff Success: Strengthen the recruitment and retention of highly effective staff and inspire more Iñupiaq teachers and administrators.

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

NSBSD Policy Manual

BP 4000, Concepts and Roles (All Personnel): The School Board wishes to establish conditions that will attract and hold qualified personnel who will devote themselves to the education and welfare of the students of the district. The Board desires that teachers pursue excellence within their profession and may provide incentives to teachers of demonstrated ability and expertise that will encourage them to stay in the public school system.

AS 14.08.101 Powers: A regional school board may...(4) appoint, compensate, and otherwise control all school employees in accordance with this title.

Issue Summary:

During the August 11, 2023 Regular Board Meeting, a discrepancy was identified between the number of teachers to be paid the New Hire Teacher Bonus and the number of new hire teachers reported on a separate memo within the Board packet. To avoid these clerical discrepancies and payroll inconsistencies and with positions still remaining vacant, the administration recommends the Board authorize the Superintendent to continue the issuance of a one-time, non-recurring \$2000 signing bonus for new full time FY24 NSBSD certified teachers, effective July 1, 2023. This bonus will be pro-rated based on their start date.

Background:

AS 14.08.101 grants Alaska school boards broad powers, including the power to compensate employees. As Alaska, and the nation, is experiencing a teacher shortage, in order to remain competitive with other Districts that are offering similar incentives, Administration recommends the issuance of a one-time, non-recurring \$2,000 signing bonus for new full time FY24 NSBSD certified teachers.

Recommendation: