



NORTH SLOPE BOROUGH SCHOOL DISTRICT MEMORANDUM

TO: Esther Evikana, President
Members of the Board

THROUGH: David Vadiveloo, Superintendent

FROM: Jullie Griffith, Director of Human Resources & Megan Williams, Director of Finance

DATE: November 7, 2025

SUBJECT: Award of Contract – Valliant Consulting
Compensation and Classification Consulting Services

Memo No. SB26-213
(Informational Item)

NSBSD Strategic Plan Summary:

Financial & Operational Stewardship

Goal 7: Standardize high-functioning, efficient, student-focused operations

NSBSD Policy Manual:

BP 3311, Bids: The district shall purchase equipment, supplies and services on a competitive bidding basis when required by law and whenever it appears to be in the best interest of the district to do so.

BP 3312, Contracts: The Superintendent or 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.

Issue Summary:

The Administration recommends awarding the contract for Compensation and Classification Consulting Services to Valliant Consulting Group, the highest-scoring proposer under RFP issued on September 29, 2025.

Valliant Consulting demonstrated a comprehensive understanding of NSBSD's compensation objectives, extensive experience with Tribal Government organizations, and a clear methodology for equitable pay structure development. Pending Board approval, the District will proceed to enter into a professional services agreement to begin the compensation and classification study.


Background:

The North Slope Borough School District (NSBSD) issued a Request for Proposals (RFP) seeking qualified firms to conduct a comprehensive compensation and classification study for both certificated and classified staff. The study's purpose is to ensure the District's pay practices are competitive, equitable, and sustainable, supporting long-term recruitment and retention efforts across all school sites.

Proposals were evaluated based on:

- Relevant experience and demonstrated success with similar projects (25%)
- Understanding of NSBSD's context and project goals (20%)
- Project methodology and work plan (20%)
- Qualifications and experience of project personnel (15%)



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- Cost and overall value (15%)
 - References and client satisfaction (5%)

Multiple proposals were received and reviewed by an evaluation committee composed of Human Resources and Business Office representatives. Valliant Consulting Group received the highest overall score due to the services provided being equal to other proposers, its tribal government experience, and its lower proposed cost.

The proposed contract will include:

- A complete market and internal equity analysis
- Job evaluations and salary structure recommendations
- Updated job descriptions and career ladders
- Tools for ongoing compensation maintenance
- Optional post-implementation consultation

Length of Contract:

The anticipated project timeline is **approximately** six months, beginning upon contract execution.

Funding Source and Purchase/Contract Amount:

Professional & Technical Services 100.200.551.000.410

Contract amount: \$41,400

Available Budget:

Provisions have been made for this contract in the FY26 Budget.

Budget Line Transfer:

Not required

Grant Funds:

There are no grant funds associated with the funding of identified contracts.

Proposed Motion:

No motion is required. This is an informational item as the Superintendent may enter into contracts under \$50,000.

Signature: *DS Vadiveloo*

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