



**NORTH SLOPE BOROUGH SCHOOL DISTRICT
MEMORANDUM**

TO: Esther Evikana, President
Members of the Board

THROUGH: Assistant Superintendent, Dr Caitlin Santos 

FROM: Marie Stackhouse, Board Secretary

DATE: August 13, 2026

SUBJECT: **FY2026-27 Executive Contract Issuance Approval**

Memo No. SB27-010
(Action Item)

NSBSD Strategic Plan:

3.1 Hiring & Recruiting: Improve the hiring and on-boarding process for all employees.

NSBSD Policy Manual:

BP 4000, Concepts and Roles (All Personnel): The Board: (1) Adopts wage and salary schedules. (2) Approves the employment of certificated personnel...The Superintendent or designee: (1) Nominates for employment all certificated personnel ...(5) Proposes salary schedules for staff members not covered by an employee organization agreement...

BP 4113, Assignment (Certificated Personnel): The Superintendent or designee may assign certificated personnel to any position for which their preparation, certification, experience and aptitude qualify them.

BP 4151, Salary Guides – Exempt Employees: An exempt employee must meet certain tests regarding their job duties and be paid on a salary basis. Being paid on a “salary basis” means an employee regularly receives a predetermined amount of compensation each pay period on a weekly basis, or less frequent, basis.

BP 4300, Definitions (Management and Supervisory Personnel): Management and supervisory employees are excluded from the bargaining units of other certificated or classified employees. Management employees are those employees who have significant responsibilities for formulating district policies, or administering district programs and who have been designated as management by the School Board.

Background:

The Board approved a salary guide for exempt employees in supervisory positions such as Directors, Coordinators and Managers with pay rates for employees that reflect the complexity of the job, years of experience, and competitive rates for those in similar positions in Alaska and/or region. This salary schedule does not apply to executive management positions or address compensation structures for highly specialized or high-demand positions such as those responsible for financial management.

Issue Summary:

In accordance with the policies and procedures referenced in this memo, approval is requested for the issuance of an executive contract outside the salary schedule for the Executive Director of Strategy and Operations. The recommended contract aligns with the Board Strategic plan and the desire of the



Board for stability during the Superintendent transition year as well as continuity of district growth and development. Compensation is based on a daily rate that accords with executive rates for the District and the requirements of this executive administrative position.

FY2026-2027 Executive Contract Issuance Approval:

NAME	POSITION	DEPARTMENT
David Vadiveloo	Executive Director of Strategy & Operations	Central Office

Proposed Motion:

“I move that the NSBSD Board of Education approve the FY27 Executive Contract Issuance Approval as presented in SB27-010.”

Moved by: _____ Seconded by: _____

Advisory Vote: _____ Vote: _____

Signature: 
Caitlin Santos (Aug 13, 2026 13:03:23 AKDT)

Email: Caitlin.Santos@nsbsd.org

