



North Slope Borough School District

TO: Robyn Burke, President
Members of the School Board

THROUGH: David Vadiveloo, Superintendent DSV

FROM: Dennis Niedermeyer, Interim Director of Finance DN

DATE: June 11, 2024

SUBJECT: Milestone Longevity Bonus

Memo No. SB24-170
(Action Item)

NSBSD Policy Manual:

Board Policy 4141/4241, Negotiated Agreement (Certificated/Classified Personnel): Each agreement entered into by the School Board with a duly recognized employee organization shall constitute a commitment by the Board to the provisions of the agreement for its duration. The provisions of the employee agreement shall be binding on the Board and on all employees covered by the agreement. Policies or regulations of the Board which conflict with provisions of the negotiated employee agreement shall not be binding on those employees who are covered by the terms of such agreement.

Board Policy 1150, Commendations and Awards: The School Board believes that individuals and organizations deserve recognition when they provide contributions or longstanding service to the district. The Board believes that commending such service promotes increased community understanding and participation.

Issue Summary:

On September 29, 2023, the Board adopted the 2023-2026 CBA between the NSBSD and NSBEA. In an addendum to that CBA, the parties agreed that the NSBEA and NSBSD would meet to discuss retention initiatives for teachers. After discussing a retention initiative, the NSBEA and NSBSD have agreed on a Longevity Milestone Bonus for veteran teachers. To ensure consistency of recognition for both certified teachers and classified hourly staff, the Administration is recommending a one-time non-recurring milestone longevity bonus payable to certificated teachers and classified hourly personnel returning for the 2024-2025 fiscal year to be included in their July 2024 paycheck.

The qualifying conditions for payment of the longevity milestone bonus are below. The bonus will be available to certified teachers and classified hourly employees and will be assessed based on uninterrupted service and will be made available only to staff who are returning to employment in FY2025:

Duration of Tenure as of June 30, 2024	Longevity Milestone Bonus
5-9 Years	\$1,000

10-14 Years	\$2,000
15-19 Years	\$3,000
20+ Years	\$4,000

Proposed Motion:

“I move that the NSBSD Board of Education approve the Certified teacher and Classified hourly staff Longevity Milestone Bonus proposal and associated terms and conditions in this Memo.”

Moved by _____ Seconded by _____

Advisory Vote _____ Vote: _____

Signature: *Ds Vadiveloo*
Ds Vadiveloo (Jun 13, 2024 08:59 AKDT)

Email: david.vadiveloo@nsbsd.org

Signature: *Dennis Niedermeyer*
Dennis Niedermeyer (Jun 12, 2024 17:48 AKDT)

Email: dennis@niedserv.com

