



**NORTH SLOPE BOROUGH SCHOOL DISTRICT  
MEMORANDUM**

**TO:** John Hopson Jr., President  
Members of the Board

**FROM:** David Vadiveloo, Superintendent DsV  
DsV (Apr 22, 2025 00:18 AKDT)

**DATE:** April 11, 2025

**SUBJECT: Ratification of the North Slope Educational  
Administrators' Association  
2025-2028 Negotiated Agreement**

**Memo No. SB25-158**  
(Action Item)

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**NSBSD Strategic Plan Summary:**

Staff Support & Professional Development -

Goal 6: Build and sustain a thriving workforce aligned with the mission of this District.

Financial & Operational Stewardship -

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

**NSBSD Policy Manual:**

BP 4141/4241: 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.

**Issue Summary:**

The North Slope Educational Administrators' Association (NSEAA) has ratified the Tentative Agreement arrived at during negotiations between the NSEAA and NSBSD between September 2024 and April 2025. The NSEAA has provided a signed ratification of the final bargained agreement to be approved. That signed agreement has been presented to a meeting of the NSBSD Board Negotiation Committee. The Superintendent and Negotiating Team Spokesperson recommend that the Tentative Agreement presented at today's meeting be ratified.

**Background:**

On November 12th, 2024, the North Slope Educational Administrators' Association (NSEAA), representing Principals of our district schools, requested to initiate negotiations with the NSBSD for a successor agreement to their current Collective Bargaining Agreement (CBA). The current agreement expires on 6/30/2025. The Negotiating Team included the President of the Board and the Finance Director. Following several rounds of amicable and strength-based meetings between the parties, a final tentative agreement was reached on 4/5/2025. At a subsequent meeting of the NSEAA membership, the NSEAA membership voted to ratify the agreement.

**Proposed Motion:**

"I move that the North Slope Borough School District ratify the tentatively agreed to negotiated agreement between the North Slope Borough School District and the North Slope Educational Administrators' Association, July 1, 2025 – June 30, 2028.

Moved by \_\_\_\_\_ Seconded by \_\_\_\_\_

Vote \_\_\_\_\_

