



**NORTH SLOPE BOROUGH SCHOOL DISTRICT  
MEMORANDUM**

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

**THROUGH:** David Vadiveloo, Superintendent DSV

**FROM:** Megan Williams, Director of Finance

**DATE:** February 12, 2025

**SUBJECT: Paraprofessional Wage Increase**

**Memo No. SB25-138**  
(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

**Issue Summary:**

The District's paraprofessional staff, including both classroom paraprofessionals and Special Education Paraprofessionals, play a critical role in supporting student learning and fostering an inclusive educational environment. Despite the significant demands of their roles, their current salary levels may not adequately reflect the complexity and importance of their contributions. Further, the district is losing paraprofessionals to other organizations on-slope due to the compensation rates being offered. There is an urgent need to address this issue to ensure the District attracts and retains qualified paraprofessionals, maintains high-quality classroom support, and promotes equity in compensation. In addition, the current pay scale for Special Education paraprofessionals is the same as the pay for general education paraprofessionals, despite the added responsibilities carried by those special education staff working with students requiring more supports.

**Background:**

Paraprofessionals work closely with teachers to support student success. Classroom paraprofessionals help students with classwork, offering one-on-one assistance, reinforcing lessons, and addressing individual learning needs. Special Education Paraprofessionals provide additional, tailored support to students with disabilities, often requiring specialized skills and an enhanced level of care and patience. The nationwide teacher shortage means these staff are vital to operations when teacher availability is compromised. Further, the complexity of paraprofessional responsibilities, particularly for Special Education staff, has increased over time without corresponding adjustments in compensation. Feedback from exit interviews and staff surveys highlights low pay as a key factor in paraprofessional turnover, leading to disruptions in student support services and increased hiring and training costs.

**Recommendation:**

The administration seeks Board approval to increase the range for all paraprofessionals. With Board approval, administration will move general education paraprofessional wage placement by one Range and Special Education paraprofessional placement by two ranges.





**Funding Source and Purchase/Contract Amount:**

This initiative is estimated to cost the District \$400,000 per year, recurrent, and will be funded in the next school year from the FY26 General Fund Budget.

**Proposed Motion:**

“I move that the NSBSD Board of Education approve the Paraprofessional Increase as described in this memo, SB25-138.”

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

Vote \_\_\_\_\_

**Signature:** DS Vadiveloo  
DS Vadiveloo (Feb 16, 2025 23:46 AKST)  
**Email:** david.vadiveloo@nsbsd.org

**Signature:**  
**Email:**

