



NORTH SLOPE BOROUGH SCHOOL DISTRICT
M E M O R A N D U M

TO: Robyn Burke, President
Members of the School Board

THROUGH: David Vadiveloo, Superintendent DSV

FROM: Dennis Niedermeyer, Director of Finance

DATE: April 16, 2024

SUBJECT: 260-Day Contracted Salary Scale

Memo No: SB24-150
(Action Item)

2020-2025 NSBSD Strategic Plan

4.0 Financial & Operational Stewardship: Effectively employ our operational and financial resources to support the long-term stability of the district.

NSBSD Policy Manual:

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 4215, Compensation Plans (Classified Personnel): Pay rates for classified employees are based on a classification plan and pay schedules that reflect the complexity of the job and an employee’s years of service. The rates established will be compatible with those for similar positions in Alaska and in the region.

Issue Summary:

Increase days of personal leave across yearly service ranges: As part of a regional comparative analysis the Administration reviewed leave allowances at North Slope Borough, ASNA and Ilisaġvik College. To maintain a competitive leave allowance, the Administration recommends increase changes in the personal leave allowances across various yearly service ranges, as reflected in the attached scale. Changes will apply to all 260 day contracted staff.

Addition of 2 steps to salary schedule: To maintain a competitive salary schedule with Districts like North West Arctic Borough, and to provide step growth for staff at the top of the scale, the Administration recommends adding 2 steps to the Director/coordinator range.

Off schedule contracts: To maintain competitive salary offerings to Administrative staff while also maintaining accountability to Board approved contracts, the Administration recommends the Board approve off-schedule contracts being offered by the Superintendent on the understanding that individual variations to Board approved contract forms must be brought before the Board for approval.

Off slope resident salary reduction: The Administration wishes to encourage on-slope residence of employees, however, like all entities on-slope there is increasing pressure for some positions that cannot be filled on-slope, or that cannot be accommodated due to housing shortages, to be filled and performed by people residing off-slope. To encourage on-slope staffing and in recognition of the lower cost of living for people residing off-slope, the Administration last year introduced an 8% salary reduction for people residing off-slope and recommends maintaining that reduced pay arrangement.

Proposed Motion:

“I move that the NSBSD Board of Education approve the proposed revision of the 260-Day Contracted Salary Scale.”

Moved by _____ Seconded by _____

Advisory Vote _____ Vote _____

Signature: DS Vadiveloo
DS Vadiveloo (Apr 20, 2024 20:30 AKDT)

Email: david.vadiveloo@nsbsd.org

Signature:

Email: