



## 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:** April 4, 2024

**SUBJECT:** **Classified Hourly 2% Wage Scale Increase**

**Memo No. SB24-134**  
(Action Item)

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### NSBSD Policy Manual:

Board Policy 4251 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. Specific pay schedules will be recommended by the Superintendent and approved by the Board. Merit step increases on wage and salary schedules will take effect each July 1, provided the employee has demonstrated regular attendance, professional growth, and a positive, current evaluation from the immediate supervisor. Employees hired before Thanksgiving will be eligible for a step raise the next July 1.

### Issue Summary:

Classified hourly salary schedule, prior to last year, had not increased for more than five years. NSBSD competes with the other North Slope Borough employers to both fill vacant positions and retain its current workforce. Other employer such as the Borough provide increase to their employee's wages on a periodic basis. North Slope Borough has in the recent past, provided their employees a 3% increase. The District often hears reports from villages sites indicating that they are unable to fill positions because the Borough pays more than the District. In order for the NSBSD to become more competitive, an increase to the hourly wage scale is recommended.

The Superintendent recommends the NSBSD School Board approve a 2% increase to the existing classified hourly wage schedule effective July 1, 2024. This 2% increase to the classified hourly wages will result in an additional estimated cost of \$332,972 in FY25 including both wages and related fringe benefits.

FY25 Classified Hourly Wage Schedule														
Range	STEPS													
	0	1	2	3	4	5	6	7	8	9	10	11	12	13
10	18.18	18.79	19.42	20.10	20.81	21.55	22.24	23.06	23.88	24.74	25.55	26.43	27.24	28.26
11	19.42	20.10	20.81	21.55	22.24	23.06	23.88	24.74	25.55	26.43	27.24	28.26	29.12	30.19
12	20.81	21.55	22.24	23.06	23.88	24.74	25.55	26.43	27.24	28.26	29.12	30.19	31.09	32.21
13	22.24	23.06	23.88	24.74	25.55	26.43	27.24	28.26	29.12	30.19	31.09	32.21	33.21	34.37
14	23.88	24.74	25.55	26.43	27.24	28.26	29.12	30.19	31.09	32.21	33.21	34.37	35.51	36.79
15	25.55	26.43	27.24	28.26	29.12	30.19	31.09	32.21	33.21	34.37	35.51	36.79	38.01	39.41
16	27.24	28.26	29.12	30.19	31.09	32.21	33.21	34.37	35.51	36.79	38.01	39.41	40.71	42.09
17	29.12	30.19	31.09	32.21	33.21	34.37	35.51	36.79	38.01	39.41	40.71	42.09	43.62	45.23
18	31.09	32.21	33.21	34.37	35.51	36.79	38.01	39.41	40.71	42.09	43.62	45.23	46.85	48.58
19	33.21	34.37	35.51	36.79	38.01	39.41	40.71	42.09	43.62	45.23	46.85	48.58	50.26	52.02
20	35.51	36.79	38.01	39.41	40.71	42.09	43.62	45.23	46.85	48.58	50.26	52.02	53.83	55.65

**Effective Date:** July 1, 2024

**Proposed Motion:**

“I move that the NSBSD Board of Education approve the revised Classified Hourly Wage Scale.”

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

Advisory Vote \_\_\_\_\_ Vote: \_\_\_\_\_

**Signature:** DS Vadiveloo  
DS Vadiveloo (Apr 20, 2024 20:29 AKDT)

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