



**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 16, 2024

SUBJECT: Village Pay Differential

Memo No. SB25-139
(Action Item)

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:

This memo proposes an 8% pay increase for North Slope Borough School District classified staff employed in the following villages: Anaktuvuk Pass, Atqasuk, Kaktovik, Point Lay, Nuiqsut, Point Hope, Ulniq. The differential aims to compensate employees for the unique challenges associated with living and working in these isolated and high-cost villages. This action will align NSBSD with the current North Slope Borough 8% pay differential provided to their staff in remote communities, thereby making NSBSD more competitive for recruitment.

Background:

The North Slope Borough School District encompasses a vast and geographically remote area where staff face significant challenges, including:

- **High Cost of Living:** Many essentials such as groceries, fuel, and housing are substantially more expensive than in Utqiagvik, partly due to limited access and transportation costs.
- **Limited Amenities and Services:** Many of the remote communities lack the amenities and conveniences available in larger population centers, which affects quality of life.
- **Geographical Isolation:** Harsh weather and difficulty traveling in and out of these communities contribute to the challenges.

The North Slope Borough pays approximately 8% more to their village staff. The differential being proposed is intended to attract and retain qualified employees at NSBSD, ensuring that essential support services for students and schools are consistently maintained.

Recommendation:

The administration recommends the Board approve an 8% pay increase, commencing March 1st, 2025, to be paid to full-time North Slope Borough School District classified employees in the following communities: Anaktuvuk Pass, Atqasuk, Kaktovik, Point Lay, Nuiqsut, Point Hope, and Ulniq.





Funding Source and Purchase/Contract Amount:

This initiative is estimated to cost the District approximately \$135,000 for the remainder of the FY25 year and approximately \$540,000 in FY26 and will be funded from the General Fund Budget.

Proposed Motion:

“I move that the NSBSD Board of Education approve an 8% pay increase, commencing March 1st, 2025, to be paid to full-time North Slope Borough School District classified employees in the following communities: Anaktuvuk Pass, Atqasuk, Kaktovik, Point Lay, Nuiqsut, Point Hope, and Ulniq as described in this memo.”

Moved by _____ Seconded by _____

Vote _____

Signature: DS Vadiveloo
DS Vadiveloo (Feb 16, 2025 22:48 AKST)

Email: david.vadiveloo@nsbsd.org

Signature:

Email:

