



## NORTH SLOPE BOROUGH SCHOOL DISTRICT

### MEMORANDUM

**TO:** Robyn Burke, President  
Members of the Board

**THROUGH:** David Vadiveloo, Chief School Administrator/Superintendent   
DSV

**FROM:** Tammy Stromberg, Finance Director   
TJS

**DATE:** May 4, 2023

**SUBJECT:** Classified Hourly 2% Wage Scale Increase &  
Classified Contracted \$1,000 Onetime Bonus

**Memo No. SB23-184**  
**(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:

The classified hourly salary schedule has not increased for three years and the classified contracted has not increased for four years. The majority of classified staff are North Slope residents and the NSBSD competes with the North Slope Borough for these local employees. The Borough provides an increase to their staff's wages scale on a regular periodic basis. NSBSD Superintendent and administration have conducted multiple visits to all sites in the past 12 months and during town hall community meetings and staff meetings the administration has repeatedly been told that one reason the District is unable to fill positions is because the Borough pays more than the District. While it is impossible for the NSBSD to compete with the Borough, an increase to the scale is needed.

To keep the NSBSD competitive and to recognize the critical role played by classified staff in the operation of our District, the Superintendent recommends the NSBSD School Board approve a 2% increase to the classified hourly salary schedule and a \$1,000 onetime bonus for employees paid under the contracted classified schedule.

The proposed 2% increase to the classified hourly wage scale and the proposed \$1,000 onetime bonus will result in an additional cost to the District of \$510,000 including benefits. The administration will absorb this budget increase through a combination of ongoing budgetary control and new efficiencies.

**Classified Hourly Payscale**

	<b>RANGE</b>													
<b>STEP</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>
<b>10</b>	\$17.82	\$18.42	\$19.04	\$19.71	\$20.40	\$21.13	\$21.80	\$22.61	\$23.41	\$24.25	\$25.05	\$25.91	\$26.71	\$27.71
<b>11</b>	\$19.04	\$19.71	\$20.40	\$21.13	\$21.80	\$22.61	\$23.41	\$24.25	\$25.05	\$25.91	\$26.71	\$27.71	\$28.55	\$29.60
<b>12</b>	\$20.40	\$21.13	\$21.80	\$22.61	\$23.41	\$24.25	\$25.05	\$25.91	\$26.71	\$27.71	\$28.55	\$29.60	\$30.48	\$31.58
<b>13</b>	\$21.80	\$22.61	\$23.41	\$24.25	\$25.05	\$25.91	\$26.71	\$27.71	\$28.55	\$29.60	\$30.48	\$31.58	\$32.56	\$33.70
<b>14</b>	\$23.41	\$24.25	\$25.05	\$25.91	\$26.71	\$27.71	\$28.55	\$29.60	\$30.48	\$31.58	\$32.56	\$33.70	\$34.81	\$36.07
<b>15</b>	\$25.05	\$25.91	\$26.71	\$27.71	\$28.55	\$29.60	\$30.48	\$31.58	\$32.56	\$33.70	\$34.81	\$36.07	\$37.26	\$38.64
<b>16</b>	\$26.71	\$27.71	\$28.55	\$29.60	\$30.48	\$31.58	\$32.56	\$33.70	\$34.81	\$36.07	\$37.26	\$38.64	\$39.91	\$41.26
<b>17</b>	\$28.55	\$29.60	\$30.48	\$31.58	\$32.56	\$33.70	\$34.81	\$36.07	\$37.26	\$38.64	\$39.91	\$41.26	\$42.76	\$44.34
<b>18</b>	\$30.48	\$31.58	\$32.56	\$33.70	\$34.81	\$36.07	\$37.26	\$38.64	\$39.91	\$41.26	\$42.76	\$44.34	\$45.93	\$47.63
<b>19</b>	\$32.56	\$33.70	\$34.81	\$36.07	\$37.26	\$38.64	\$39.91	\$41.26	\$42.76	\$44.34	\$45.93	\$47.63	\$49.27	\$51.00
<b>20</b>	\$34.81	\$36.07	\$37.26	\$38.64	\$39.91	\$41.26	\$42.76	\$44.34	\$45.93	\$47.63	\$49.27	\$51.00	\$52.77	\$54.56

**Effective Date:** July 1, 2023

**Proposed Motion:**

“I move that the NSBSD Board of Education approve the revised Classified Hourly Wage Scale and a \$1,000 onetime bonus for those employees paid from the contracted classified schedule as described in Memo No. SB23-184.”

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

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

**Signature:** David Vadiveloo  
David Vadiveloo (May 4, 2023 22:21 AKDT)

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**Signature:** Tammy Stromberg  
Tammy Stromberg (May 4, 2023 19:57 AKDT)

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