



**NORTH SLOPE BOROUGH SCHOOL DISTRICT
MEMORANDUM**

TO: Esther Evikana, President
Members of the Board

FROM: David Vadiveloo, Superintendent *DSVadiveloo*

DATE: March 10, 2026

SUBJECT: **FY2026-27 Executive Contract Issuance Approval**

Memo No. SB26-109
(Action Item)

NSBSD Strategic Plan:

3.1 Hiring & Recruiting: Improve the hiring and on-boarding process for all employees.

NSBSD Policy Manual:

BP 4000, Concepts and Roles (All Personnel): The Board: (1) Adopts wage and salary schedules. (2) Approves the employment of certificated personnel...The Superintendent or designee: (1) Nominates for employment all certificated personnel ...(5) Proposes salary schedules for staff members not covered by an employee organization agreement...

BP 4113, Assignment (Certificated Personnel): The Superintendent or designee may assign certificated personnel to any position for which their preparation, certification, experience and aptitude qualify them.

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 4300, Definitions (Management and Supervisory Personnel): Management and supervisory employees are excluded from the bargaining units of other certificated or classified employees. Management employees are those employees who have significant responsibilities for formulating district policies, or administering district programs and who have been designated as management by the School Board.

Background:

The Board approved a salary guide for exempt employees in supervisory positions such as Directors, Coordinators and Managers with pay rates for employees that reflect the complexity of the job, years of experience, and competitive rates for those in similar positions in Alaska and/or region. This salary schedule does not apply to executive management positions designated as Assistant Superintendents or address compensation structures for highly specialized or high-demand positions such as those responsible for financial management.

Issue Summary:

In accordance with the policies and procedures referenced in this memo, the Superintendent recommends issuance of a contract outside the salary schedule for the following individuals where compensation is based on a daily rate aligned closer to other certificated administrators in the District





and provides a competitive salary for these key executive administrative positions and financial management roles.

FY2026-2027 Executive Contract Issuance Approval:

NAME	POSITION	DEPARTMENT
Bolen, Robert “Bobby”	Assistant Superintendent	Central Office
Santos, Caitlin	Assistant Superintendent	Central Office
Williams, Megan	Director of Finance	Business Office

Proposed Motion:

“I move that the NSBSD Board of Education approve the FY27 Executive Contract Issuance Approval as presented in SB26-109.”

Moved by: _____ **Seconded by:** _____

Advisory Vote: _____ **Vote:** _____

Signature: *DS Vadiveloo*

Email: david.vadiveloo@nsbsd.org

