



## NORTH SLOPE BOROUGH SCHOOL DISTRICT MEMORANDUM

**TO:** John Hopson, President  
Members of the Board

**THROUGH:** David Vadiveloo, Superintendent DsV  
DsV

**FROM:** Loretta Ebnet, Director of Human Resources LKE  
LKE

**DATE:** December 23, 2024

**SUBJECT: Recruitment Update**

**Memo No. SB25-116**  
(Informational Item)

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### NSBSD Policy Manual:

Board Policy 4111 Recruitment and Selection (Certificated Personnel) states:

The District shall employ the most highly qualified person available for each open position. The Superintendent or Designee shall develop recruitment and selection procedures to ensure that every effort is made to find and hire fully qualified teachers for all classrooms, which include:

1. Assessment of the district's needs to determine those areas where specific skills, knowledge and abilities are lacking;
2. Development of job descriptions that accurately portray the position, including requirements that a teacher be highly qualified in accordance with federal and state law;
3. Dissemination of vacancy announcements to ensure a wide range of candidates, when necessary;
4. Screening procedures that will identify the best possible candidate for interviews;
5. Interview procedures will determine the best-qualified candidate for recommendation to the Board.

Staff members involved in the selection process shall recommend only those candidates who meet all qualifications established by law and the Board for a particular position. Nominations for employment shall be based upon appropriate screening devices, interviews, observations, recommendations from previous employers, background and reference checks, and any requirement of applicable collective bargaining agreements.

### NSBSD Strategic Plan Summary:

#### Staff Support & Professional Development

Goal 6: Build and sustain a thriving workforce aligned with the mission of this District

#### **Teacher Retention Rate:**

Measure	SY18	SY19	SY20	SY21	SY22	SY23	SY24
Retention Rate	75%	73%	73%	71%	63%	61%	69%



**Status as of December 23, 2024, by site:**

<b>Fred Ipalook Elementary School, Utqiagvik</b>	
# of Certified FTEs in FY25:	46
# of Certified FTE Vacancies	(7.5) 5 Teachers, 2 SPED Teachers, and .5 Counselor (shared with HMS)
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY25:	(43) 35 Support Staff and 8 M&O Staff
# of Classified Vacancies as of 12/23/24:	(16) 14 Paraprofessionals and 2 M&O Staff

<b>Eben Hopson Middle School, Utqiagvik</b>	
# of Certified FTEs in FY25:	25
Total Vacancies:	(5.5) 5 Teachers, and .5 Counselor (shared with IPK)
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY25:	(15.5) 9.5 Support Staff and 6 M&O Staff
# of Classified Vacancies as of 12/23/24:	(3) 2 Paraprofessionals and 1 M&O Staff

<b>Barrow High School, Utqiagvik</b>	
# of Certified FTEs in FY25:	27
Total Vacancies:	(2) 1 Teacher and 1 Counselor
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY25:	(15) 8 Support Staff and 7 M&O Staff
# of Classified Vacancies as of 12/23/24:	(3) 2 Paraprofessionals and 1 M&O Staff

Notes: 2 Certified positions are split BHS/HMS

<b>Kiita Learning Community, Utqiagvik</b>	
# of Certified FTEs in FY25:	6
Total Vacancies:	0
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY25:	(1.2) 1 Support Staff and 1 M&O Staff
# of Classified Vacancies as of 12/23/24:	0

<b>Aḷak School, Wainwright</b>	
# of Certified FTEs in FY25:	21
Total Vacancies:	(2) 1 Assistant Principal and 1 Counselor
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY25:	(20) 10 Support Staff and 10 M&O Staff
# of Classified Vacancies as of 12/23/24:	(2) 1 Paraprofessional and 1 M&O Staff

<b>Nunamiut School, Anaktuvuk Pass</b>	
# of Certified FTEs in FY25:	16
Total Vacancies:	(3) 1 Principal and 2 Teachers
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY25:	(13) 5.5 Support Staff and 7.5 M&O Staff
# of Classified Vacancies as of 12/23/24:	(5) 3 Paraprofessionals and 2 M&O Staff

<b>Meade River School, Atkasuk</b>	
# of Certified FTEs in FY25:	14
Total Vacancies:	3 Teachers
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY25:	(13.5) 6 Support Staff and 7.5 M&O Staff
# of Classified Vacancies as of 12/23/24:	(3) 1 Paraprofessional and 2 M&O Staff



<b>Harold Kaveolook School, Kaktovik</b>	
# of Certified FTEs in FY25:	12
Total Vacancies:	3 Teachers
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY25:	(13.5) 6 Support Staff and 7.5 M&O Staff
# of Classified Vacancies as of 12/23/24:	(5) 2 Paraprofessionals and 3 M&O Staff

<b>Nuigsut Trapper School, Nuigsut</b>	
# of Certified FTEs in FY25:	20
Total Vacancies:	(2) 1 Teacher and 1 M&O Staff
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY25:	(13) 5.5 Support Staff and 7.5 M&O Staff
# of Classified Vacancies as of 12/23/24:	(6) 3 Paraprofessionals, 1 Home School Facilitator, and 2 M&O Staff

<b>Tikiġaq School, Point Hope</b>	
# of Certified FTEs in FY25:	26
Total Vacancies:	1 Teacher
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY25:	(23) 12 Support Staff and 11 M&O Staff
# of Classified Vacancies as of 12/23/24:	1 M&O Staff

<b>Kali School, Point Lay</b>	
# of Certified FTEs in FY25:	14
Total Vacancies:	1 Counselor
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY25:	(14) 6 Support Staff and 8 M&O Staff
# of Classified Vacancies as of 12/23/24:	(7) 2 Paraprofessionals, 1 Admin Assistant, and 2 M&O Staff

<b>NSBSD Totals</b>								
Site	Certified FTEs	LTS Teachers	Principal Vacancy	Teacher Vacancy	Counselor Vacancy	Classified FTEs	Support Staff Vacancy	M&O Vacancy
IPK	46	0	0	7	.5	43	14	2
HMS	25	0	0	5	.5	15.5	2	1
BHS	27	0	0	1	1	15	2	0
KLC	6	0	0	0	0	1.2	0	0
AIN	21	0	1	0	1	19	1	1
AKP	16	0	1	2	0	13	3	2
ATQ	14	0	0	3	0	13.5	1	2
KAK	12	0	0	3	0	13.5	2	3
NUI	20	0	0	1	0	13	4	3
PHO	26	0	0	1	0	23	0	1
PIZ	14	0	0	0	1	14	3	2
<b>Totals:</b>	<b>227</b>	<b>0</b>	<b>2</b>	<b>23</b>	<b>4</b>	<b>183.7</b>	<b>32</b>	<b>17</b>





Site	Position Vacancy	FTE	Site	Position Vacancy	FTE
AIN	School Bus Driver YR	1	KAK	School Bus Driver SY	1
AIN	Para Instructional	1	KAK	Maintenance Worker II YR	1
AKP	School Bus Driver SY	1	KAK	Maintenance Worker I YR	1
AKP	Cook's Helper	0.5	KAK	Para Library	0.5
AKP	Para ECE	1	KAK	Para SPED	1
AKP	Intensive SPED Aide	1	NUI	Para Instructional	0.5
AKP	Para SPED	1	NUI	Para Instructional	0.5
ATQ	Cook Helper/Maint I YR	0.5	NUI	Home School Facilitator	1
ATQ	Maintenance Worker III YR	1	NUI	Intensive SPED Aide	1
ATQ	Para Library	0.5	NUI	Maintenance Worker I SY	1
BHS	Maintenance Worker I SY	1	NUI	Cook Helper I/Maint I YR	1
BHS	Intensive SPED Aide	1	PHO	Cook I	1
BHS	Intensive SPED Aide	1	PIZ	Cook's Helper	1
HMS	Maintenance Worker II YR	1	PIZ	Maintenance Worker II YR	1
HMS	Intensive SPED Aide	1	PIZ	Maintenance Worker I YR	1
HMS	Intensive SPED Aide	1	PIZ	Para Instructional	1
IPK	Maintenance Worker I YR	1	PIZ	Para SPED	1
IPK	Maintenance Worker I SY	1	PIZ	Administrative Assistant	1
IPK	Para Instructional	1	UTQ	Cook II SY	1
IPK	Para ECE/Intervention	1	UTQ	School Bus Driver SY	1
IPK	Para ECE	1	BO	Payroll Specialist	1
IPK	Para ECE/Immersion	1	BOD	School Board Secretary	1
IPK	Para Instructional	1	HR	HR Specialist III	1
IPK	Para Instructional	1			
IPK	Para Inupiaq	1			
IPK	Para SPED	1			
IPK	Para SPED	1			
IPK	Speech Para	1			
IPK	Para SPED	1			
IPK	Speech Para	1			
IPK	Intensive SPED Aide	1			
IPK	Para SPED	1			

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