



NORTH SLOPE BOROUGH SCHOOL DISTRICT MEMORANDUM

TO: John Hopson, President
Members of the Board

THROUGH: David Vadiveloo, Superintendent *DSVadiveloo*

FROM: Jullie Griffith, Director of Human Resources *JG*

DATE: September 2, 2025

SUBJECT: Recruitment Update

Memo No. SB26-012
(Informational Item)

NSBSD Strategic Plan Summary:

Staff Support & Professional Development

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

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.

Teacher Retention Rate:

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



Status as of September 2, 2025, by site:

| Fred Ipalook Elementary School, Utqiagvik | |
|--|---|
| # of Certified FTEs in FY26: | 48 |
| # of Certified FTE Vacancies | (6) 4 Teachers, 1 ILT Teacher, and 1 SPED Teacher |
| Filled Long-Term Sub Positions: | 2 |
| # of Classified FTE's in FY26: | (40) 31 Support Staff and 9 M&O Staff |
| # of Classified Vacancies as of 09/02/25: | (12) 9 Paraprofessionals and 3 M&O Staff |

| Eben Hopson Middle School, Utqiagvik | |
|---|---|
| # of Certified FTEs in FY26: | 26 |
| Total Vacancies: | (4) 2 Teachers, 1 ILT Teacher, and 1 SPED Teacher |
| Filled Long-Term Sub Positions: | 1 |
| # of Classified FTE's in FY26: | (21.5) 16 Support Staff and 6 M&O Staff |
| # of Classified Vacancies as of 09/02/25: | (10) 9 Paraprofessionals and 1 Secretary |

| Barrow High School, Utqiagvik | |
|---|---|
| # of Certified FTEs in FY26: | 28 |
| Total Vacancies: | 2 Teachers |
| Filled Long-Term Sub Positions: | 0 |
| # of Classified FTE's in FY26: | (15.8) 8 Support Staff and 8 M&O Staff |
| # of Classified Vacancies as of 09/02/25: | (6) 2 Paraprofessionals, 2 Secretaries, and 2 M&O Staff |

Notes: (1) One Certified position is split BHS/HMS

| Kiita Learning Community, Utqiagvik | |
|--|-----|
| # of Certified FTEs in FY26: | 7 |
| Total Vacancies: | 0 |
| Filled Long-Term Sub Positions: | 0 |
| # of Classified FTE's in FY26: | 1.2 |
| # of Classified Vacancies as of 09/02/25: | 0 |

| Aḷak School, Wainwright | |
|---|---|
| # of Certified FTEs in FY26: | 22 |
| Total Vacancies: | (2) 1 Teacher and 1 SPED Teacher |
| Filled Long-Term Sub Positions: | 1 |
| # of Classified FTE's in FY26: | (21) 11 Support Staff and 10 M&O Staff |
| # of Classified Vacancies as of 09/02/25: | (3) 2 Paraprofessionals and 1 M&O Staff |

| Nunamiut School, Anaktuvuk Pass | |
|---|---|
| # of Certified FTEs in FY26: | 18 |
| Total Vacancies: | 2 Teachers |
| Filled Long-Term Sub Positions: | 0 |
| # of Classified FTE's in FY26: | (21) 12.5 Support Staff and 8.5 M&O Staff |
| # of Classified Vacancies as of 09/02/25: | (11) 8 Paraprofessionals and 3 M&O Staff |

| Meade River School, Atkasuk | |
|---|--|
| # of Certified FTEs in FY26: | 15 |
| Total Vacancies: | (7) 5 Teachers, 1 ILT Teacher, and 1 Counselor |
| Filled Long-Term Sub Positions: | 1 |
| # of Classified FTE's in FY26: | (15.5) 8 Support Staff and 7.5 M&O Staff |
| # of Classified Vacancies as of 09/02/25: | (6) 3 Paraprofessional and 3 M&O Staff |



| Harold Kaveolook School, Kaktovik | |
|---|--|
| # of Certified FTEs in FY26: | 12 |
| Total Vacancies: | (2) 1 Teacher and 1 ILT Teacher |
| Filled Long-Term Sub Positions: | 0 |
| # of Classified FTE's in FY26: | (12.5) 5 Support Staff and 7.5 M&O Staff |
| # of Classified Vacancies as of 09/02/25: | (2) 1 Paraprofessional and 1 M&O Staff |

| Nuiqsut Trapper School, Nuiqsut | |
|---|--|
| # of Certified FTEs in FY26: | 23 |
| Total Vacancies: | (2) 1 Teacher and 1 SPED Teacher |
| Filled Long-Term Sub Positions: | 0 |
| # of Classified FTE's in FY26: | (15.5) 7.5 Support Staff and 8 M&O Staff |
| # of Classified Vacancies as of 09/02/25: | (9) 7 Paraprofessionals and 2 M&O Staff |

| Tikiq School, Point Hope | |
|---|---|
| # of Certified FTEs in FY26: | 26 |
| Total Vacancies: | 5 Teachers |
| Filled Long-Term Sub Positions: | 4 |
| # of Classified FTE's in FY26: | (26) 14 Support Staff and 12 M&O Staff |
| # of Classified Vacancies as of 09/02/25: | (3) 1 Paraprofessionals and 2 M&O Staff |

| Kali School, Point Lay | |
|---|--|
| # of Certified FTEs in FY26: | 14 |
| Total Vacancies: | (2) 1 Teacher and 1 Counselor |
| Filled Long-Term Sub Positions: | 1 |
| # of Classified FTE's in FY26: | (13) 5 Support Staff and 8 M&O Staff |
| # of Classified Vacancies as of 09/02/25: | (7) 2 Paraprofessionals, and 5 M&O Staff |

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| NSBSD Vacancy Totals |
|-----------------------------|

| Site | Certified FTEs | LTS | Principal | General Ed. Teacher | SPED Teacher | ILT | Counselor | Classified FTEs | Support Staff | M&O |
|----------------|----------------|-----------|-----------|---------------------|--------------|----------|-----------|-----------------|---------------|-----------|
| IPK | 48 | 2 | 0 | 4 | 1 | 1 | 0 | 40 | 9 | 3 |
| HMS | 26 | 1 | 0 | 2 | 1 | 1 | 0 | 21.5 | 10 | 0 |
| BHS | 28 | 0 | 0 | 2 | 0 | 0 | 0 | 15.8 | 4 | 2 |
| KLC | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 1.2 | 0 | 0 |
| AIN | 22 | 1 | 0 | 1 | 1 | 0 | 0 | 21 | 2 | 1 |
| AKP | 18 | 0 | 0 | 2 | 0 | 0 | 0 | 21 | 8 | 3 |
| ATQ | 15 | 1 | 0 | 5 | 0 | 1 | 1 | 15.5 | 3 | 3 |
| KAK | 12 | 0 | 0 | 1 | 0 | 1 | 0 | 12.5 | 1 | 1 |
| NUI | 23 | 0 | 0 | 1 | 1 | 0 | 0 | 15.5 | 7 | 2 |
| PHO | 26 | 4 | 0 | 5 | 0 | 0 | 0 | 26 | 1 | 2 |
| PIZ | 14 | 1 | 0 | 1 | 0 | 0 | 1 | 13 | 2 | 5 |
| Totals: | 239 | 10 | 0 | 24 | 4 | 4 | 2 | 203 | 47 | 22 |

| AIN Alak School Wainwright | |
|--------------------------------------|---------------------|
| AIN Alak School Wainwright | Para SPED |
| AIN Alak School Wainwright | Intensive SPED Aide |
| AIN Alak School Wainwright | Cook's Helper |
| AKP Nunamiut School Anaktuvuk | |





| | |
|---------------------------------|------------------------------|
| AKP Nunamiut School Anaktuvuk | School Bus Driver SY |
| AKP Nunamiut School Anaktuvuk | School Bus Driver SY |
| AKP Nunamiut School Anaktuvuk | Cook's Helper |
| AKP Nunamiut School Anaktuvuk | Intensive SPED Aide |
| AKP Nunamiut School Anaktuvuk | Intensive SPED Aide |
| AKP Nunamiut School Anaktuvuk | Intensive SPED Aide |
| AKP Nunamiut School Anaktuvuk | Intensive SPED Aide |
| AKP Nunamiut School Anaktuvuk | Intensive SPED Aide |
| AKP Nunamiut School Anaktuvuk | Para SPED |
| AKP Nunamiut School Anaktuvuk | Para ECE |
| AKP Nunamiut School Anaktuvuk | Para Instructional |
| ATQ Meade River Atqasuk | |
| ATQ Meade River Atqasuk | Maintenance Worker III YR |
| ATQ Meade River Atqasuk | Plant Manager |
| ATQ Meade River Atqasuk | Cook Helper/Maintenance I YR |
| ATQ Meade River Atqasuk | Para ECE |
| ATQ Meade River Atqasuk | Para Library |
| ATQ Meade River Atqasuk | Para SPED |
| BHS Barrow High School | |
| BHS Barrow High School | Maintenance Worker III YR |
| BHS Barrow High School | Para Instructional |
| BHS Barrow High School | Para SPED |
| BHS Barrow High School | Maintenance Worker I SY |
| BHS Barrow High School | Secretary III |
| BHS Barrow High School | Secretary III |
| HMS Hopson Middle School | |
| HMS Hopson Middle School | Intensive SPED Aide |
| HMS Hopson Middle School | Intensive SPED Aide |
| HMS Hopson Middle School | Intensive SPED Aide |
| HMS Hopson Middle School | Intensive SPED Aide |
| HMS Hopson Middle School | Intensive SPED Aide |
| HMS Hopson Middle School | Para SPED |
| HMS Hopson Middle School | Para SPED |
| HMS Hopson Middle School | Para SPED |
| HMS Hopson Middle School | Secretary II |
| HMS Hopson Middle School | Para Instructional |
| IPK Ipalook Elementary | |
| IPK Ipalook Elementary | Intensive SPED Aide |
| IPK Ipalook Elementary | Maintenance Worker I YR |
| IPK Ipalook Elementary | Maintenance Worker II YR |
| IPK Ipalook Elementary | Maintenance Worker I SY |





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|--------------------------------------|--|
| IPK Ipalook Elementary | Para ECE/Intervention |
| IPK Ipalook Elementary | Para Instructional |
| IPK Ipalook Elementary | Intensive SPED Aide |
| IPK Ipalook Elementary | Intensive SPED Aide |
| IPK Ipalook Elementary | Intensive SPED Aide |
| IPK Ipalook Elementary | Para SPED |
| IPK Ipalook Elementary | Speech Para |
| IPK Ipalook Elementary | Para SPED |
| KAK Harold Kaveolook Kaktovik | |
| KAK Harold Kaveolook Kaktovik | Maintenance Worker I YR |
| KAK Harold Kaveolook Kaktovik | Para Library |
| NUI Trapper School Nuiqsut | |
| NUI Trapper School Nuiqsut | Cook Helper/Maint I YR |
| NUI Trapper School Nuiqsut | Maintenance Worker I SY |
| NUI Trapper School Nuiqsut | Para Instructional |
| NUI Trapper School Nuiqsut | Para Instructional |
| NUI Trapper School Nuiqsut | Para Library |
| NUI Trapper School Nuiqsut | Intensive SPED Aide |
| NUI Trapper School Nuiqsut | Intensive SPED Aide |
| NUI Trapper School Nuiqsut | Para SPED |
| NUI Trapper School Nuiqsut | Para SPED |
| PHO Tikigaaq School Pt Hope | |
| PHO Tikigaaq School Pt Hope | Para SPED |
| PHO Tikigaaq School Pt Hope | School Bus Driver SY |
| PHO Tikigaaq School Pt Hope | Maintenance Worker I SY |
| PIZ Kali School Pt Lay | |
| PIZ Kali School Pt Lay | Maintenance Worker I YR |
| PIZ Kali School Pt Lay | Maintenance Worker II YR |
| PIZ Kali School Pt Lay | Plant Manager |
| PIZ Kali School Pt Lay | Cook II SY |
| PIZ Kali School Pt Lay | Para Instructional |
| PIZ Kali School Pt Lay | Para SPED |
| PIZ Kali School Pt Lay | Maintenance Worker I YR |
| OTHER VACANCIES | |
| Business and Finance Services | Payroll Specialist |
| Food Services | Cook II SY |
| Inupiaq Education | Secretary II |
| Maintenance | Maintenance Worker II YR |
| Maintenance | Itinerant Carpenter |
| Maintenance | Plumber/Electrician/Preventive Maintenance |
| Transportation | School Bus Driver SY |



Signature: *DS Vadiveloo*

Email: david.vadiveloo@nsbsd.org

Signature: 
Julie Griffith (Sep 10, 2025 12:34:36 AKDT)

Email: jullie.griffith@nsbsd.org