NORTH SLOPE BOROUGH SCHOOL DISTRICT

MEMORANDUM

TO: Madeline Hickman, President
Members of the Board

THROUGH: Dr. Caitlin Santos, Superintendent

FROM: Dr. Robert Bolen, Acting Director of Human Resources

DATE: October 29, 2026

SUBJECT: **Recruitment Update** **Memo No. SB27-XXX**
(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 requirements of applicable collective bargaining agreements.

Teacher Retention Rate:

Measure	SY18	SY19	SY20	SY21	SY22	SY23	SY24	SY25	SY26
Retention Rate	75%	73%	73%	71%	63%	61%	69%	70%	70%

Status as of October 29, 2026, by site:

Fred Ipalook Elementary School, Utqiaġvik	
# of Certified FTEs in FY27:	48
# of Certified FTE Vacancies	(3) 2 Immersion Teachers, and 1 ILT Teacher
Filled Long-Term Sub Positions:	1
# of Classified FTE's in FY27:	(42) 33 Support Staff and 9 M&O Staff
# of Classified Vacancies as of 10/29/26:	(13) 10 Paraprofessionals, 1 Secretary, and 2 M&O Staff
# of Temporary Hires as of 10/29/26	(3) M&O Staff, and they have 5 permanent paraprofessionals who are also substitute teachers, whom they use as needed.

Eben Hopson Middle School, Utqiaġvik	
# of Certified FTEs in FY27:	26
Total Vacancies:	(6) 4 Teachers, 1 ILT Teacher, and 1 SPED Teacher
Filled Long-Term Sub Positions:	3
# of Classified FTE's in FY27:	(21.5) 15.5 Support Staff and 6 M&O Staff
# of Classified Vacancies as of 10/29/26:	(9) 7 Paraprofessionals and 2 Secretaries
# of Temporary Hires as of 10/29/26	None. However, they have a permanent paraprofessional who is also a substitute teacher, whom they use as needed.

Barrow High School, Utqiaġvik	
# of Certified FTEs in FY27:	28
Total Vacancies:	(4) 3 Teachers and 1 SPED Teacher
Filled Long-Term Sub Positions:	2
# of Classified FTE's in FY27:	(15.8) 8 Support Staff and 7.8 M&O Staff
# of Classified Vacancies as of 10/29/26:	(6) 4 Paraprofessionals, 1 Secretary, and 1 M&O Staff
# of Temporary Hires as of 10/29/26	(2) M&O Staff

Notes: (2) Two Certified position are split BHS/HMS

Kiita Learning Community, Utqiaġvik	
# of Certified FTEs in FY27:	7
Total Vacancies:	0
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY27:	1.2
# of Classified Vacancies as of 10/29/26:	0
# of Temporary Hires as of 10/29/26	0

Aḷak School, Wainwright	
# of Certified FTEs in FY27:	22
Total Vacancies:	(2) 1 Teacher and 1 Counselor
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY27:	(21) 11 Support Staff and 10 M&O Staff
# of Classified Vacancies as of 10/29/26:	(2) 1 Paraprofessional and 1 M&O Staff
# of Temporary Hires as of 10/29/26	(2) 1 Support Staff and 2 M&O Staff

Nunamiut School, Anaktuvuk Pass	
# of Certified FTEs in FY27:	18
Total Vacancies:	(4) 2 Teachers, 1 ILT Teacher, and 1 Counselor
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY27:	(21) 12.5 Support Staff and 8.5 M&O Staff
# of Classified Vacancies as of 10/29/26:	(6) 5 Paraprofessionals and 1 M&O Staff
# of Temporary Hires as of 10/29/26	None. However, they have 2 permanent paraprofessionals who

	are also substitute teachers, whom they use as needed.

Meade River School, Atqasuk	
# of Certified FTEs in FY27:	15
Total Vacancies:	(4) 3 Teachers and 1 ILT Teacher
Filled Long-Term Sub Positions:	2
# of Classified FTE's in FY27:	(17.5) 8 Support Staff and 7.5 M&O Staff
# of Classified Vacancies as of 10/29/26:	(6) 4 Paraprofessional and 2 M&O Staff
# of Temporary Hires as of 10/29/26	1 M&O Staff

Harold Kaveolook School, Kaktovik	
# of Certified FTEs in FY27:	12
Total Vacancies:	(3) 1 Teacher and 2 ILT Teachers
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY27:	(13.5) 6 Support Staff and 7.5 M&O Staff
# of Classified Vacancies as of 10/29/26:	(3) 2 Paraprofessionals and 1 M&O Staff
# of Temporary Hires as of 10/29/26	(3) 1 Paraprofessional and 2 M&O Staff

Nuiqsut Trapper School, Nuiqsut	
# of Certified FTEs in FY27:	23
Total Vacancies:	(2) 1 Teacher and 1 ILT Teacher
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY27:	(15.5) 7.5 Support Staff and 8 M&O Staff
# of Classified Vacancies as of 10/29/26:	(9) 5 Paraprofessionals, 1 Home School Facilitator, and 3 M&O Staff
# of Temporary Hires as of 10/29/26	4 M&O Staff and Temp Plant Manager

Tikiġaq School, Point Hope	
# of Certified FTEs in FY27:	25
Total Vacancies:	(2) 1 Teacher and 1 Counselor
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY27:	(28) 16 Support Staff and 12 M&O Staff
# of Classified Vacancies as of 10/29/26:	2 M&O Staff
# of Temporary Hires as of 10/29/26	2 M&O Staff, and they have 4 permanent paraprofessionals who are also substitute teachers, whom they use as needed.

Kali School, Point Lay	
# of Certified FTEs in FY27:	15
Total Vacancies:	1 Teacher
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY27:	(16) 8 Support Staff and 8 M&O Staff
# of Classified Vacancies as of 10/29/26:	(12) 5 Paraprofessionals, 1 Admin Assistant, and 6 M&O Staff
# of Temporary Hires as of 10/29/26	(3) 1 Paraprofessional, 2 M&O Staff, and 1 Plant Manager

NSBSD Vacancy Totals

Site	Certi -fied FTEs	LTS	Principal	General Ed. Teacher	SPED Teacher	ILT	Immersion	Counselor	Classified FTEs	Support Staff	M&O
IPK	48	1	0	0	0	1	2	0	42	11	2
HMS	26	3	0	4	1	1	0	0	21.5	9	0
BHS	28	2	0	3	1	0	0	0	15.8	5	1
KLC	7	0	0	0	0	0	0	0	1.2	0	0
AIN	22	0	0	1	0	0	0	1	21	1	1
AKP	18	0	0	2	0	1	0	1	21	5	1
ATQ	15	2	0	2	0	1	0	0	17.5	4	2
KAK	12	0	0	1	0	2	0	0	13.5	2	1
NUI	23	0	0	1	0	1	0	0	15.5	6	3
PHO	25	0	0	1	0	1	0	1	28	0	2
PIZ	15	0	0	1	0	0	0	0	16	6	6
Totals:	**239**	**8**	**0**	**16**	**2**	**8**	**2**	**3**	**213**	**49**	**19**

AIN Alak School	
AIN Alak School, Wainwright	Intensive SPED Aide
AIN Alak School, Wainwright	Cook's Helper
AIN ADDED DUTY CONTRACTS	
AIN Alak School, Wainwright	Academic Activities Facilitator
AIN Alak School, Wainwright	AFN Coach/Cultural Arts
AIN Alak School, Wainwright	Basketball Boys Head Coach
AIN Alak School, Wainwright	Basketball Girls Head Coach
AIN Alak School, Wainwright	Basketball MS Coach
AIN Alak School, Wainwright	Battle of the Books
AIN Alak School, Wainwright	Building Advisory Group (1)
AIN Alak School, Wainwright	Building Advisory Group (2)
AIN Alak School, Wainwright	Building Advisory Group (3)
AIN Alak School, Wainwright	Building Advisory Group (4)
AIN Alak School, Wainwright	Building Test Coordinator
AIN Alak School, Wainwright	Class Advisor - 12th Grade
AIN Alak School, Wainwright	Cross Country MS/HS Coach
AIN Alak School, Wainwright	Iñupiaq Dancing
AIN Alak School, Wainwright	Native Youth Olympics
AIN Alak School, Wainwright	Robotics
AIN Alak School, Wainwright	Science Fair
AIN Alak School, Wainwright	Site Technologist
AIN Alak School, Wainwright	Student Council Advisor
AIN Alak School, Wainwright	Student Store Advisor

AIN Alak School, Wainwright	Volleyball HS Coach
AIN Alak School, Wainwright	Volleyball MS Coach
AKP Nunamiut School	
AKP Nunamiut School, Anaktuvuk	School Bus Driver SY
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 Inupiaq
AKP ADDED DUTY CONTRACTS	
AKP Nunamiut School, Anaktuvuk	Academic Activities Facilitator
AKP Nunamiut School, Anaktuvuk	AFN Coach/Cultural Arts
AKP Nunamiut School, Anaktuvuk	Basketball Boys Head Coach
AKP Nunamiut School, Anaktuvuk	Basketball Girls Head Coach
AKP Nunamiut School, Anaktuvuk	Basketball MS Coach
AKP Nunamiut School, Anaktuvuk	Battle of the Books
AKP Nunamiut School, Anaktuvuk	Building Advisory Group (1)
AKP Nunamiut School, Anaktuvuk	Building Advisory Group (2)
AKP Nunamiut School, Anaktuvuk	Building Advisory Group (3)
AKP Nunamiut School, Anaktuvuk	Building Advisory Group (4)
AKP Nunamiut School, Anaktuvuk	Building Test Coordinator
AKP Nunamiut School, Anaktuvuk	Class Advisor - 12th Grade
AKP Nunamiut School, Anaktuvuk	Cross Country MS/HS Coach
AKP Nunamiut School, Anaktuvuk	Iñupiaq Dancing
AKP Nunamiut School, Anaktuvuk	JR. NYO
AKP Nunamiut School, Anaktuvuk	Native Youth Olympics
AKP Nunamiut School, Anaktuvuk	Robotics
AKP Nunamiut School, Anaktuvuk	Science Fair
AKP Nunamiut School, Anaktuvuk	Site Technologist
AKP Nunamiut School, Anaktuvuk	Student Council Advisor
AKP Nunamiut School, Anaktuvuk	Student Store Advisor
AKP Nunamiut School, Anaktuvuk	Volleyball HS Coach
AKP Nunamiut School, Anaktuvuk	Yearbook Advisor <150
ATQ Meade River	
ATQ Meade River, Atqasuk	Intensive SPED Aide
ATQ Meade River, Atqasuk	Intensive SPED Aide
ATQ Meade River, Atqasuk	Para Instructional
ATQ Meade River, Atqasuk	Para Library (Part Time)
ATQ Meade River, Atqasuk	Cook II SY
ATQ Meade River, Atqasuk	Maintenance I/Cook's Helper
ATQ ADDED DUTY CONTRACTS	
ATQ Meade River, Atqasuk	Academic Activities Facilitator

ATQ Meade River, Atqasuk	AFN Coach/Cultural Arts
ATQ Meade River, Atqasuk	Basketball Boys Head Coach
ATQ Meade River, Atqasuk	Basketball Girls Head Coach
ATQ Meade River, Atqasuk	Battle of the Books
ATQ Meade River, Atqasuk	Building Advisory Group (1)
ATQ Meade River, Atqasuk	Building Advisory Group (2)
ATQ Meade River, Atqasuk	Building Advisory Group (3)
ATQ Meade River, Atqasuk	Building Advisory Group (4)
ATQ Meade River, Atqasuk	Building Test Coordinator
ATQ Meade River, Atqasuk	Class Advisor - 12th Grade
ATQ Meade River, Atqasuk	Cross Country HS/MS Coach
ATQ Meade River, Atqasuk	Iñupiaq Dancing
ATQ Meade River, Atqasuk	Native Youth Olympics
ATQ Meade River, Atqasuk	Robotics
ATQ Meade River, Atqasuk	Science Fair
ATQ Meade River, Atqasuk	Site Technologist
ATQ Meade River, Atqasuk	Student Council Advisor
ATQ Meade River, Atqasuk	Student Store Advisor
ATQ Meade River, Atqasuk	Volleyball MS/HS Coach
ATQ Meade River, Atqasuk	Yearbook Advisor <150
BHS Barrow High School	
BHS Barrow High School	Para SPED
BHS Barrow High School	Para SPED
BHS Barrow High School	Para Instructional
BHS Barrow High School	Intensive SPED Aide
BHS Barrow High School	Secretary I
BHS Barrow High School	Maintenance Worker I SY
BHS ADDED DUTY CONTRACTS	
BHS Barrow High School	Academic Activities Facilitator
BHS Barrow High School	AFN Coach/Cultural Arts
BHS Barrow High School	Band Director
BHS Barrow High School	Basketball Boys Asst/JV Coach
BHS Barrow High School	Basketball Boys Head Coach
BHS Barrow High School	Basketball Girls Asst/JV Coach
BHS Barrow High School	Basketball Girls Head Coach
BHS Barrow High School	Battle of the Books
BHS Barrow High School	Academic Activities Facilitator
BHS Barrow High School	AFN Coach/Cultural Arts
BHS Barrow High School	Battle of the Books
BHS Barrow High School	Building Advisory Group (1)
BHS Barrow High School	Building Advisory Group (2)
BHS Barrow High School	Building Advisory Group (3)

BHS Barrow High School	Building Advisory Group (4)
BHS Barrow High School	Building Test Coordinator
BHS Barrow High School	Cheerleading Basketball Coach
BHS Barrow High School	Cheerleading Football Coach
BHS Barrow High School	Class Advisor – 9th Grade
BHS Barrow High School	Class Advisor – 10th Grade
BHS Barrow High School	Class Advisor -11th Grade
BHS Barrow High School	Class Advisor - 12th Grade
BHS Barrow High School	Cross Country Head Coach
BHS Barrow High School	Football Assistant Coach
BHS Barrow High School	Football Assistant Coach
BHS Barrow High School	Football Head Coach
BHS Barrow High School	Iñupiaq Dancing
BHS Barrow High School	Native Youth Olympics
BHS Barrow High School	Pep Band
BHS Barrow High School	Robotics
BHS Barrow High School	Science Fair
BHS Barrow High School	Site Technologist
BHS Barrow High School	Student Council Advisor
BHS Barrow High School	Volleyball Assistant Coach
BHS Barrow High School	Volleyball Head Coach
BHS Barrow High School	Wrestling Assistant Coach
BHS Barrow High School	Wrestling Head Coach
BHS Barrow High School	Yearbook Advisor 150+
HMS Hopson Middle School	
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	Para Library
HMS Hopson Middle School	Secretary II
HMS Hopson Middle School	Secretary III
HMS Hopson Middle School	Para Instructional
HMS ADDED DUTY CONTRACTS	
HMS Hopson Middle School	AFN Coach/Cultural Arts
HMS Hopson Middle School	Basketball Boys Head Coach
HMS Hopson Middle School	Basketball Girls Head Coach
HMS Hopson Middle School	Battle of the Books
HMS Hopson Middle School	Building Advisory Group (1)
HMS Hopson Middle School	Building Advisory Group (2)
HMS Hopson Middle School	Building Advisory Group (3)

HMS Hopson Middle School	Building Advisory Group (4)
HMS Hopson Middle School	Building Advisory Group (5)
HMS Hopson Middle School	Class Advisor - 8th Grade
HMS Hopson Middle School	Building Test Coordinator
HMS Hopson Middle School	Cross Country Coach
HMS Hopson Middle School	Football Head Coach
HMS Hopson Middle School	Football Assistant Coach
HMS Hopson Middle School	After School Art
HMS Hopson Middle School	Iñupiaq Dancing
HMS Hopson Middle School	Native Youth Olympics
HMS Hopson Middle School	Robotics
HMS Hopson Middle School	Science Olympiad
HMS Hopson Middle School	Site Technologist
HMS Hopson Middle School	Football Head Coach
HMS Hopson Middle School	Football Assistant Coach
HMS Hopson Middle School	Volleyball Coach
HMS Hopson Middle School	Wrestling Head Coach
HMS Hopson Middle School	Yearbook Advisor 150+
IPK Ipalook Elementary	
IPK Ipalook Elementary	Maintenance Worker I SY
IPK Ipalook Elementary	Maintenance Worker I YR
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	Intensive SPED Aide
IPK Ipalook Elementary	Para SPED
IPK Ipalook Elementary	Para SPED
IPK Ipalook Elementary	Speech Para
IPK Ipalook Elementary	Para ECE/Intervention
IPK Ipalook Elementary	Immersion Paraprofessional
IPK Ipalook Elementary	Secretary I
IPK ADDED DUTY CONTRACTS	
IPK Ipalook Elementary	Battle of the Books
IPK Ipalook Elementary	Battle of the Books
IPK Ipalook Elementary	Battle of the Books
IPK Ipalook Elementary	Battle of the Books
IPK Ipalook Elementary	Building Advisory Group (1)
IPK Ipalook Elementary	Building Advisory Group (2)
IPK Ipalook Elementary	Building Advisory Group (3)
IPK Ipalook Elementary	Building Advisory Group (4)
IPK Ipalook Elementary	Building Advisory Group (5)

IPK Ipalook Elementary	Building Advisory Group (6)
IPK Ipalook Elementary	Building Test Coordinator
IPK Ipalook Elementary	Building Test Coordinator
IPK Ipalook Elementary	Choir Advanced
IPK Ipalook Elementary	Choir Beginning
IPK Ipalook Elementary	Geography Bee
IPK Ipalook Elementary	Iñupiaq Dancing
IPK Ipalook Elementary	Iñupiaq Dancing
IPK Ipalook Elementary	Iñupiaq Dancing
IPK Ipalook Elementary	Robotics
IPK Ipalook Elementary	Science Fair (Can we change this to science club instead of fair)
IPK Ipalook Elementary	Site Technologist
IPK Ipalook Elementary	Site Technologist
IPK Ipalook Elementary	Student Council Advisor
IPK Ipalook Elementary	Talent Show (Reallocate this funding)
IPK Ipalook Elementary	Talent Show w/Community (Reallocate this funding)
IPK Ipalook Elementary	Yearbook Advisor 150+
KAK Harold Kaveolook	
KAK Harold Kaveolook, Kaktovik	Para Library (PT)
KAK Harold Kaveolook, Kaktovik	Maintenance Worker I YR
KAK Harold Kaveolook, Kaktovik	Para Inupiaq
KAK ADDED DUTY CONTRACTS	
KAK Harold Kaveolook, Kaktovik	Academic Activities Facilitator
KAK Harold Kaveolook, Kaktovik	AFN Coach/Cultural Arts
KAK Harold Kaveolook, Kaktovik	Basketball Boys Head Coach
KAK Harold Kaveolook, Kaktovik	Basketball Girls Head Coach
KAK Harold Kaveolook, Kaktovik	Battle of the Books
KAK Harold Kaveolook, Kaktovik	Building Advisory Group (1)
KAK Harold Kaveolook, Kaktovik	Building Advisory Group (2)
KAK Harold Kaveolook, Kaktovik	Building Advisory Group (3)
KAK Harold Kaveolook, Kaktovik	Building Advisory Group (4)
KAK Harold Kaveolook, Kaktovik	Building Test Coordinator
KAK Harold Kaveolook, Kaktovik	Class Advisor - 12th grade
KAK Harold Kaveolook, Kaktovik	Cross Country MS/HS Coach
KAK Harold Kaveolook, Kaktovik	Iñupiaq Dancing
KAK Harold Kaveolook, Kaktovik	Native Youth Olympics
KAK Harold Kaveolook, Kaktovik	Robotics
KAK Harold Kaveolook, Kaktovik	Science Fair
KAK Harold Kaveolook, Kaktovik	Site Technologist
KAK Harold Kaveolook, Kaktovik	Student Council Advisor
KAK Harold Kaveolook, Kaktovik	Student Store Advisor

KAK Harold Kaveolook, Kaktovik	Volleyball MS/HS Coach
KAK Harold Kaveolook, Kaktovik	Yearbook Advisor <150
KIITA LEARNING COMMUNITY	
Kiita Learning Community	AFN Coach/Cultural Arts
Kiita Learning Community	Battle of the Books
Kiita Learning Community	Building Advisory Group (1)
Kiita Learning Community	Building Advisory Group (2)
Kiita Learning Community	Building Test Coordinator
Kiita Learning Community	Class Advisor - 12th Grade
Kiita Learning Community	Robotics
Kiita Learning Community	Site Technologist
Kiita Learning Community	Student Council Advisor
Kiita Learning Community	Yearbook <150
NUI Nuiqsut Trapper School	
NUI Trapper School, Nuiqsut	Maintenance Worker I YR
NUI Trapper School, Nuiqsut	Maintenance Worker I SY
NUI Trapper School, Nuiqsut	Plant Manager
NUI Trapper School, Nuiqsut	Home School Facilitator
NUI Trapper School, Nuiqsut	Para Instructional
NUI Trapper School, Nuiqsut	Para Instructional
NUI Trapper School, Nuiqsut	Para Library
NUI Trapper School, Nuiqsut	Para SPED
NUI Trapper School, Nuiqsut	Para SPED
NUI ADDED DUTY CONTRACTS	
NUI Trapper School, Nuiqsut	Academic Activities Facilitator
NUI Trapper School, Nuiqsut	AFN Coach/Cultural Arts
NUI Trapper School, Nuiqsut	Basketball Boys Head Coach
NUI Trapper School, Nuiqsut	Basketball Girls Head Coach
NUI Trapper School, Nuiqsut	Basketball MS Coach
NUI Trapper School, Nuiqsut	Battle of the Books
NUI Trapper School, Nuiqsut	Building Advisory Group (1)
NUI Trapper School, Nuiqsut	Building Advisory Group (2)
NUI Trapper School, Nuiqsut	Building Advisory Group (3)
NUI Trapper School, Nuiqsut	Building Advisory Group (4)
NUI Trapper School, Nuiqsut	Building Test Coordinator
NUI Trapper School, Nuiqsut	Class Advisor - 12th Grade
NUI Trapper School, Nuiqsut	Cross Country MS/HS Coach
NUI Trapper School, Nuiqsut	Iñupiaq Dancing
NUI Trapper School, Nuiqsut	Jr. NYO
NUI Trapper School, Nuiqsut	Native Youth Olympics
NUI Trapper School, Nuiqsut	Robotics
NUI Trapper School, Nuiqsut	Science Fair

NUI Trapper School, Nuiqsut	Site Technologist
NUI Trapper School, Nuiqsut	Student Council Advisor
NUI Trapper School, Nuiqsut	Student Store Advisor
NUI Trapper School, Nuiqsut	Volleyball HS Coach
NUI Trapper School, Nuiqsut	Yearbook Advisor 150+
PHO Tikigaq School	
PHO Tikigaq School, Pt Hope	Maintenance Worker III YR
PHO Tikigaq School, Pt Hope	School Bus Driver SY
PHO ADDED DUTY CONTRACTS	
PHO Tikigaq School, Pt Hope	Academic Activities Facilitator
PHO Tikigaq School, Pt Hope	AFN Coach/Cultural Arts
PHO Tikigaq School, Pt Hope	Basketball Boys Assistant Coach
PHO Tikigaq School, Pt Hope	Basketball Boys Head Coach
PHO Tikigaq School, Pt Hope	Basketball Girls Assistant Coach
PHO Tikigaq School, Pt Hope	Basketball Girls Head Coach
PHO Tikigaq School, Pt Hope	Battle of the Books - Elementary
PHO Tikigaq School, Pt Hope	Battle of the Books - Secondary
PHO Tikigaq School, Pt Hope	Building Advisory Group
PHO Tikigaq School, Pt Hope	Building Advisory Group
PHO Tikigaq School, Pt Hope	Building Advisory Group
PHO Tikigaq School, Pt Hope	Building Advisory Group
PHO Tikigaq School, Pt Hope	Building Test Coordinator
PHO Tikigaq School, Pt Hope	Class Advisor - 11th & 12th Grade
PHO Tikigaq School, Pt Hope	Class Advisor - 9th & 10th Grade
PHO Tikigaq School, Pt Hope	Cross Country HS Coach
PHO Tikigaq School, Pt Hope	Cross Country MS Coach
PHO Tikigaq School, Pt Hope	Iñupiaq Dancing
PHO Tikigaq School, Pt Hope	Native Youth Olympics
PHO Tikigaq School, Pt Hope	Robotics
PHO Tikigaq School, Pt Hope	Site Technologist
PHO Tikigaq School, Pt Hope	Student Council Advisor
PHO Tikigaq School, Pt Hope	Student Store Advisor
PHO Tikigaq School, Pt Hope	Volleyball HS Coach
PHO Tikigaq School, Pt Hope	Volleyball MS Coach
PHO Tikigaq School, Pt Hope	Yearbook Advisor +150
PIZ Kali School	
PIZ Kali School, Pt. Lay	Plant Manager
PIZ Kali School, Pt. Lay	Cook II SY
PIZ Kali School, Pt. Lay	Cook's Helper
PIZ Kali School, Pt. Lay	Maintenance Worker I SY
PIZ Kali School, Pt. Lay	Maintenance Worker I YR
PIZ Kali School, Pt. Lay	Maintenance Worker II YR

PIZ Kali School, Pt. Lay	Intensive SPED Aide
PIZ Kali School, Pt. Lay	Para SPED
PIZ Kali School, Pt. Lay	Para Instructional
PIZ Kali School, Pt. Lay	Para Instructional
PIZ Kali School, Pt. Lay	Duty Aide
PIZ Kali School, Pt. Lay	ADMIN ASSISTANT
PIZ ADDED DUTY CONTRACTS	
PIZ Kali School, Pt. Lay	Academic Activities Facilitator
PIZ Kali School, Pt. Lay	AFN Coach/Cultural Arts
PIZ Kali School, Pt. Lay	Basketball Boys Head Coach
PIZ Kali School, Pt. Lay	Basketball Girls Head Coach
PIZ Kali School, Pt. Lay	Battle of the Books
PIZ Kali School, Pt. Lay	Building Advisory Group (1)
PIZ Kali School, Pt. Lay	Building Advisory Group (2)
PIZ Kali School, Pt. Lay	Building Advisory Group (3)
PIZ Kali School, Pt. Lay	Building Advisory Group (4)
PIZ Kali School, Pt. Lay	Building Test Coordinator
PIZ Kali School, Pt. Lay	Class Advisor - 12th Grade
PIZ Kali School, Pt. Lay	Cross Country MS/HS Coach
PIZ Kali School, Pt. Lay	Iñupiaq Dancing
PIZ Kali School, Pt. Lay	Native Youth Olympics
PIZ Kali School, Pt. Lay	Site Technologist
PIZ Kali School, Pt. Lay	Student Council Advisor
PIZ Kali School, Pt. Lay	Student Store Advisor
PIZ Kali School, Pt. Lay	Volleyball HS Coach
PIZ Kali School, Pt. Lay	Volleyball MS Coach
OTHER VACANCIES	
Food Services	Cook I
Food Services	Cook I
Food Services	Administrative Assistant/Program Assistant
Human Resources	Director of Human Resources
Human Resources	Human Resources Specialist I
Human Resources	Human Resources Specialist III
Inupiaq Education	Secretary I
Maintenance	Plumber
Maintenance	Secretary II
Maintenance	Plumber/Electrician/Preventive Maintenance