



NORTH SLOPE BOROUGH SCHOOL DISTRICT MEMORANDUM

TO: John Hopson, President
Members of the Board

THROUGH: David Vadiveloo, Superintendent

FROM: Loretta Ebnet, Director of Human Resources

DATE: March 24, 2025

SUBJECT: Recruitment Update FY26

Memo No. SB25-157
(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 March 24, 2025, by site:

Fred Ipalook Elementary School, Utqiaġvik	
# of Certified FTEs in FY26:	45
# of Certified FTE Vacancies	(8) 6 Teachers, 1 Counselor, 1 Assistant Principal
Eben Hopson Middle School, Utqiaġvik	
# of Certified FTEs in FY26:	26
Total Vacancies:	(7.5) 6.5 Teachers, 1 Assistant Principal
Barrow High School, Utqiaġvik	
# of Certified FTEs in FY26:	28
Total Vacancies:	(4.5) 2.5 Teachers, 1 Principal, 1 Counselor
Notes: 2 Certified positions are split BHS/HMS	
Kiita Learning Community, Utqiaġvik	
# of Certified FTEs in FY26:	7
Total Vacancies:	0
Aġak School, Wainwright	
# of Certified FTEs in FY26:	23
Total Vacancies:	(3) 2 Teachers, 1 Counselor
Nunamiut School, Anaktuvuk Pass	
# of Certified FTEs in FY26:	15
Total Vacancies:	4 Teachers
Meade River School, Atqasuk	
# of Certified FTEs in FY26:	17
Total Vacancies:	(5) 4 Teachers, 1 Counselor
Harold Kaveolook School, Kaktovik	
# of Certified FTEs in FY26:	15
Total Vacancies:	5 Teachers, 1 Principal
Nuiqsut Trapper School, Nuiqsut	
# of Certified FTEs in FY26:	22
Total Vacancies:	(4) 3 Teachers, 1 Principal
Tikiġaq School, Point Hope	
# of Certified FTEs in FY26:	25
Total Vacancies:	(8) 7 Teachers, 1 Counselor
Kali School, Point Lay	
# of Certified FTEs in FY26:	14
Total Vacancies:	1 Teacher





2025-2026 NSBSD Totals						
Site	Certified +Admin Includes Vacancies FTEs	Principal Vacancy	General Ed Teacher Vacancy	Counselor Vacancy	SPED Vacancy	ILT Vacancy
IPK	45	1	2	1	4	0
HMS	26	1	3.5	0	2	2
BHS	28	1	2.5	1	1	0
KLC	7	0	0	0	0	0
AIN	23	0	1	1	1	0
AKP	15	0	2	0	1	1
ATQ	17	0	3	1	0	1
KAK	15	0	1	0	1	1
NUI	22	1	3	0	1	1
PHO	25	0	6	1	2	0
PIZ	14	0	1	0	0	0
Totals:	237	4	25	5	13	6

