



**NORTH SLOPE BOROUGH SCHOOL DISTRICT
MEMORANDUM**

TO: Esther Evikana, President
Members of the Board

THROUGH: David Vadiveloo, Superintendent *D. Vadiveloo*

FROM: Earl “Dimple” San Nicolas, Interim Director of Human Resources *ESN*

DATE: April 1, 2026

SUBJECT: Recruitment Update

Memo No. SB26-116
(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
Retention Rate	75%	73%	73%	71%	63%	61%	69%



Status as of April 1, 2026, by site:

Fred Ipalook Elementary School, Utqiaġvik	
# of Certified FTEs in FY26:	48
# of Certified FTE Vacancies	(7) 4 Teachers, 2 ILT Teachers, and 1 SPED Teacher
Filled Long-Term Sub Positions:	1
# of Classified FTE's in FY26:	(40) 31 Support Staff and 9 M&O Staff
# of Classified Vacancies as of 04/01/26:	(10) 8 Paraprofessionals and 2 M&O Staff

Eben Hopson Middle School, Utqiaġvik	
# of Certified FTEs in FY26:	26
Total Vacancies:	(4) 2 Teachers, 1 ILT Teacher, and 1 SPED Teacher
Filled Long-Term Sub Positions:	2
# of Classified FTE's in FY26:	(21.5) 16 Support Staff and 6 M&O Staff
# of Classified Vacancies as of 04/01/26:	(10) 9 Paraprofessionals and 1 Secretary

Barrow High School, Utqiaġvik	
# of Certified FTEs in FY26:	28
Total Vacancies:	(5) 3 Teachers, 1 Counselor, and 1 SPED Teacher
Filled Long-Term Sub Positions:	2
# of Classified FTE's in FY26:	(15.8) 8 Support Staff and 8 M&O Staff
# of Classified Vacancies as of 04/01/26:	(6) 4 Paraprofessional, 1 Secretary, and 1 M&O Staff

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

Kiita Learning Community, Utqiaġvik	
# of Certified FTEs in FY26:	7
Total Vacancies:	(2) 1 Teacher and 1 SPED Teacher
Filled Long-Term Sub Positions:	1
# of Classified FTE's in FY26:	1.2
# of Classified Vacancies as of 04/01/26:	0

Aġak School, Wainwright	
# of Certified FTEs in FY26:	22
Total Vacancies:	(3) 1 Principal, 1 Teacher and 1 SPED Teacher
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY26:	(21) 11 Support Staff and 10 M&O Staff
# of Classified Vacancies as of 04/01/26:	(3) 1 Paraprofessional and 2 M&O Staff

Nunamiut School, Anaktuvuk Pass	
# of Certified FTEs in FY26:	18
Total Vacancies:	1 Principal
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 04/01/26:	(10) 7 Paraprofessionals and 3 M&O Staff

Meade River School, Atqasuk	
# of Certified FTEs in FY26:	15
Total Vacancies:	(6) 3 Teachers, 1 ILT Teacher, 1 SPED Teacher, and 1 Counselor
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY26:	(15.5) 8 Support Staff and 7.5 M&O Staff
# of Classified Vacancies as of 04/01/26:	(5) 3 Paraprofessional and 2 M&O Staff



Harold Kaveolook School, Kaktovik	
# of Certified FTEs in FY26:	12
Total Vacancies:	(2) 1 Principal and 1 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 04/01/26:	(2) 1 Paraprofessional and 1 M&O Staff

Nuiqsut Trapper School, Nuiqsut	
# of Certified FTEs in FY26:	23
Total Vacancies:	(4) 2 Teachers, 1 ILT Teacher, and 1 SPED Teacher
Filled Long-Term Sub Positions:	1
# of Classified FTE's in FY26:	(15.5) 7.5 Support Staff and 8 M&O Staff
# of Classified Vacancies as of 04/01/26:	(12) 7 Paraprofessionals, 1 Home School Facilitator, and 4 M&O Staff

Tikiġaq School, Point Hope	
# of Certified FTEs in FY26:	26
Total Vacancies:	2 Teachers
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY26:	(26) 14 Support Staff and 12 M&O Staff
# of Classified Vacancies as of 04/01/26:	(5) 3 Paraprofessionals and 2 M&O Staff

Kali School, Point Lay	
# of Certified FTEs in FY26:	14
Total Vacancies:	1 Counselor
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY26:	(13) 5 Support Staff and 8 M&O Staff
# of Classified Vacancies as of 04/01/26:	(6) 4 Paraprofessionals and 2 M&O Staff

NSBSD Vacancy Totals

Site	Certified FTEs	LTS	Principal	General Ed. Teacher	SPED Teacher	ILT	Counselor	Classified FTEs	Support Staff	M&O
IPK	48	1	0	4	1	2	0	40	8	2
HMS	26	2	0	2	1	1	0	21.5	10	0
BHS	28	2	0	3	1	0	1	15.8	5	1
KLC	7	1	0	1	1	0	0	1.2	0	0
AIN	22	0	1	1	1	0	0	21	1	2
AKP	18	0	1	0	0	0	0	21	7	3
ATQ	15	0	0	3	1	1	1	15.5	3	2
KAK	12	0	1	1	0	0	0	12.5	1	1
NUI	23	1	0	2	1	1	0	15.5	8	4
PHO	26	0	0	2	0	0	0	26	3	2
PIZ	14	0	0	0	0	0	1	13	4	2
Totals:	239	7	3	19	7	5	3	203	50	19





AIN Alak School Wainwright	
AIN Alak School Wainwright	Intensive SPED Aide
AIN Alak School Wainwright	Maintenance Worker I YR
AIN Alak School Wainwright	Maintenance Worker I YR
AKP Nunamiut School, Anaktuvuk Pass	
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	Para SPED
AKP Nunamiut School, Anaktuvuk	Para Instructional
AKP Nunamiut School, Anaktuvuk	Para Inupiaq
ATQ Meade River Atqasuk	
ATQ Meade River, Atqasuk	Maintenance Worker III YR
ATQ Meade River, Atqasuk	School Bus Driver YR
ATQ Meade River, Atqasuk	Intensive SPED Aide
ATQ Meade River, Atqasuk	Para Library
ATQ Meade River, Atqasuk	Para Instructional
BHS Barrow High School	
BHS Barrow High School	Para SPED
BHS Barrow High School	Para Instructional
BHS Barrow High School	Intensive SPED Aide
BHS Barrow High School	Intensive SPED Aide
BHS Barrow High School	Maintenance Worker I SY
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	Para SPED
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	Maintenance Worker I SY
IPK Ipalook Elementary	Maintenance Worker III YR
IPK Ipalook Elementary	Para Instructional
IPK Ipalook Elementary	Para Instructional
IPK Ipalook Elementary	Para Instructional
IPK Ipalook Elementary	Intensive SPED Aide
IPK Ipalook Elementary	Para SPED
IPK Ipalook Elementary	Speech Para
IPK Ipalook Elementary	Para ECE/Immersion
IPK Ipalook Elementary	Immersion Paraprofessional
KAK Harold Kaveolook Kaktovik	
KAK Harold Kaveolook Kaktovik	Para Library
KAK Harold Kaveolook Kaktovik	Maintenance Worker I YR
NUI Trapper School Nuiqsut	
NUI Trapper School Nuiqsut	Maintenance Worker I YR
NUI Trapper School Nuiqsut	Maintenance Worker I SY
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	Intensive SPED Aide
NUI Trapper School Nuiqsut	Intensive SPED Aide
NUI Trapper School Nuiqsut	Para SPED
NUI Trapper School Nuiqsut	Para SPED
PHO Tikigaq School Pt Hope	
PHO Tikigaq School Pt Hope	Intensive SPED Aide
PHO Tikigaq School Pt Hope	Para Instructional
PHO Tikigaq School Pt Hope	Para Instructional
PHO Tikigaq School Pt Hope	Cook's Helper
PHO Tikigaq School Pt Hope	Cook II SY
PIZ Kali School Pt Lay	
PIZ Kali School Pt Lay	Plant Manager
PIZ Kali School Pt Lay	Maintenance Worker I SY
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	Duty Aide
OTHER VACANCIES	





Food Services	Cook II SY
Food Services	Cook's Helper
Human Resources	Director of Human Resources
Inupiaq Education	Administrative Assistant
Maintenance	Maintenance Worker I YR
Maintenance	Itinerant Carpenter
Maintenance	Secretary II
Maintenance	Plumber/Electrician/Preventive Maintenance

Signature: *DS Vadiveloo*

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Signature: *Earl "Dimple" San Nicolas*

Earl "Dimple" San Nicolas (Apr 2, 2026 10:10:00 AKDT)

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