



**NORTH SLOPE BOROUGH SCHOOL DISTRICT
MEMORANDUM**

TO: Esther Evikana, President
Members of the Board

THROUGH: David Vadiveloo, Superintendent *DSVadiveloo*

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

DATE: March 2, 2026

SUBJECT: Recruitment Update

Memo No. SB26-100
(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 March 2, 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: | 2 |
| # of Classified FTE's in FY26: | (40) 31 Support Staff and 9 M&O Staff |
| # of Classified Vacancies as of 03/02/26: | (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: | 3 |
| # of Classified FTE's in FY26: | (21.5) 16 Support Staff and 6 M&O Staff |
| # of Classified Vacancies as of 03/02/26: | (10) 9 Paraprofessionals and 1 Secretary |

| Barrow High School, Utqiaġvik | |
|---|--|
| # of Certified FTEs in FY26: | 28 |
| Total Vacancies: | (4) 3 Teachers 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 03/02/26: | (6) 3 Paraprofessional, 1 Secretary, and 2 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 03/02/26: | 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 03/02/26: | 1 Paraprofessional |

| 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 03/02/26: | (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: | 2 |
| # of Classified FTE's in FY26: | (15.5) 8 Support Staff and 7.5 M&O Staff |
| # of Classified Vacancies as of 03/02/26: | (4) 3 Paraprofessional and 1 M&O Staff |



| Harold Kaveolook School, Kaktovik | |
|---|--|
| # of Certified FTEs in FY26: | 12 |
| Total Vacancies: | 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 03/02/26: | (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 03/02/26: | (12) 7 Paraprofessionals, 1 Home School Facilitator, and 4 M&O Staff |

| Tikiġaq School, Point Hope | |
|---|---|
| # of Certified FTEs in FY26: | 26 |
| Total Vacancies: | 1 Teacher |
| 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 03/02/26: | (5) 4 Paraprofessionals and 1 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 03/02/26: | (4) 2 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 | 2 | 0 | 4 | 1 | 2 | 0 | 40 | 8 | 2 |
| HMS | 26 | 3 | 0 | 2 | 1 | 1 | 0 | 21.5 | 10 | 0 |
| BHS | 28 | 2 | 0 | 3 | 1 | 0 | 0 | 15.8 | 4 | 2 |
| KLC | 7 | 1 | 0 | 1 | 1 | 0 | 0 | 1.2 | 0 | 0 |
| AIN | 22 | 0 | 1 | 1 | 1 | 0 | 0 | 21 | 1 | 0 |
| AKP | 18 | 0 | 1 | 0 | 0 | 0 | 0 | 21 | 7 | 3 |
| ATQ | 15 | 2 | 0 | 3 | 1 | 1 | 1 | 15.5 | 3 | 1 |
| 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 | 1 | 0 | 0 | 0 | 26 | 4 | 1 |
| PIZ | 14 | 0 | 0 | 0 | 0 | 0 | 1 | 13 | 2 | 2 |
| Totals: | 239 | 11 | 3 | 18 | 7 | 5 | 2 | 203 | 48 | 16 |





| AIN Alak School Wainwright | |
|---|---------------------------|
| AIN Alak School Wainwright | Para SPED |
| 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 | 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 | Maintenance Worker I SY |
| BHS Barrow High School | Maintenance Worker II YR |
| 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 |





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|--------------------------------------|-----------------------------|
| IPK Ipalook Elementary | Para Instructional |
| IPK Ipalook Elementary | Para Instructional |
| 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 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 | Para Instructional |
| PHO Tikigaq School Pt Hope | Cook's Helper |
| 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 |
| 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 II YR |





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|-------------|--|
| Maintenance | Itinerant Carpenter |
| Maintenance | Plant Manager |
| Maintenance | Secretary II |
| Maintenance | Plumber/Electrician/Preventive Maintenance |

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