



NORTH SLOPE BOROUGH SCHOOL DISTRICT
MEMORANDUM

TO: Esther Evikana, President
Members of the Board

THROUGH: David Vadiveloo, Superintendent *DSVadiveloo*

FROM: Earl San Nicolas, Interim Human Resources Director *ESN*
ESN

DATE: January 16, 2026

SUBJECT: SY 2026-2027 New Hire Certificated
Contract Issuance

Memo No. SB26-077
(Informational Item)

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.

NSBSD Strategic Plan Summary:

Staff Support & Professional Development

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

Issue Summary:

According to Board Policy, contract issuance for Certified staff is accepted by the Superintendent and brought to the School Board for approval. The School Board approved the human resources department to issue FY26 and FY27 rehire and new hire contracts subject to the procedures listed in SB26-055.

SY 2025-2026 New Hire Certified Contract:

NAME	POSITION	LOCATION
Brown, Matthew	Assistant Principal	Nuiqsut Trapper School, Nuiqsut

Signature: *DSVadiveloo*

Email: david.vadiveloo@nsbsd.org

Signature: *Earl "Dimple" San Nicolas*

Email: dimple.gandia@nsbsd.org