



NORTH SLOPE BOROUGH SCHOOL DISTRICT

M E M O R A N D U M

TO: Robyn Burke, President
Members of the School Board

THROUGH: David Vadiveloo, Chief School Administrator *DV*
DV

FROM: Dr. Bobby Bolen, Director of Human Resources *BB*
BB

DATE: March 2, 2023

SUBJECT: Recruitment Update

**Memo No. SB23-132
Information Item**

NSBSD Strategic Plan Goal:

3.0 Staff Success: Strengthen the recruitment and retention of highly effective staff and inspire more Iñupiaq teachers and administrators.

Issue Summary:

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	SY16	SY17	SY18	SY19	SY20	SY21	SY22
Retention Rate	73%	71%	75%	73%	73%	71%	63%

Status as of March 1, 2023 by site:

Site: Ipalook Elementary School, Utqiagvik			
# of FTE's in FY23:	44		
# of FTE's in FY24:	44		
Total Vacancies:	1 Principal and 10 Teachers		
End of year resignations / declined:	8	Returning Administrators	1
Previously vacant / mid-year resignation:	4	Returning Teachers	31
Contract not offered / not yet offered:	0	Rehire Contracts Pending	0
Eliminated:	0	New Hire Administrator	0
New position:	0	New Hire Teachers	0
Transfer out:	0	New Hire Administrator Pending	0
Transfer In:	0	New Hire Teacher Pending	1
Total remaining to fill:	1 Administrator and 11 Teachers		

Site: Hopson Middle School, Utqiagvik			
# of FTE's in FY23:	23		
# of FTE's in FY24:	23		
Total Vacancies:	5 Teachers		
End of year resignations / declined:	2	Returning Administrators	2
Previously vacant / mid-year resignation:	4	Returning Teachers	16
Contract not offered / not yet offered:	0	Rehire Contracts Pending	0
Eliminated:	0	New Hire Administrator	0
New position:	0	New Hire Teachers	1
Transfer out:	1	New Hire Administrator Pending	0
Transfer In:	0	New Hire Teacher Pending	0
Total remaining to fill:	5 Teachers		

Notes: 2 positions are split HMS/BHS

Site: Barrow High School, Utqiagvik			
# of FTE's in FY23:	23.5*		
# of FTE's in FY24:	23		
Total Vacancies:	1 Administrator and 7 Teachers		
End of year resignations / declined:	3	Returning Administrators	1
Previously vacant / mid-year resignation:	4	Returning Teachers	16
Contract not offered / not yet offered:	0	Rehire Contracts Pending	0
Eliminated:	0	New Hire Administrator	0
New position:	0	New Hire Teachers	0
Transfer out:	0	New Hire Administrator Pending	0
Transfer In:	1	New Hire Teacher Pending	0
Total remaining to fill:	1 Administrator and 7 Teachers		

Notes: 2 positions are split BHS/HMS

Site: Kiita Learning Community, Utqiagvik			
# of FTE's in FY23:	5		
# of FTE's in FY24:	6*		
Total Vacancies:	1 Teacher		
End of year resignations / declined:	0	Returning Administrators	1
Previously vacant / mid-year resignation:	1	Returning Teachers	3
Contract not offered / not yet offered:	0	Rehire Contracts Pending	0
Eliminated:	0	New Hire Administrator	0
New position:	0	New Hire Teachers	1
Transfer out:	0	New Hire Administrator Pending	0
Transfer In:		New Hire Teacher Pending	0
Total remaining to fill:	1 Teacher		

Notes: *Special Education Teacher split FTE with BHS/KLC moved to Kiita.

Site: Alak School, Wainwright			
# of FTE's in FY23:	20		
# of FTE's in FY24:	19		
Total Vacancies:	8 Teachers		
End of year resignations / declined:	2	Returning Administrators	1
Previously vacant / mid-year resignation:	6	Returning Teachers	9
Contract not offered / not yet offered:	0	Rehire Contracts Pending	0
Eliminated:	1	New Hire Administrator	1
New position:	0	New Hire Teachers	0
Transfer out:	0	New Hire Administrator Pending	0
Transfer In:		New Hire Teacher Pending	1
Total remaining to fill:	7 Teachers		

Site: Nunamiut School, Anaktuvuk Pass			
# of FTE's in FY23:	14		
# of FTE's in FY24:	14		
Total Vacancies:	8 Teachers and 1 Counselor		
End of year resignations / declined:	1	Returning Administrators	0
Previously vacant / mid-year resignation:	9	Returning Teachers	4
Contract not offered / not yet offered:	0	Rehire Contracts Pending	0
Eliminated:	0	New Hire Administrator	1
New position:	0	New Hire Teachers	0
Transfer out:	0	New Hire Administrator Pending	0
Transfer In:	0	New Hire Teacher Pending	0
Total remaining to fill:	8 Teachers and 1 Counselor		

Site: Meade River School, Atkasuk			
# of FTE's in FY23:	12		
# of FTE's in FY24:	12		
Total Vacancies:	3 Teachers and 1 Counselor		
End of year resignations / declined:	0	Returning Administrators	1
Previously vacant / mid-year resignation:	4	Returning Teachers	7
Contract not offered / not yet offered:	0	Rehire Contracts Pending	0
Eliminated:	0	New Hire Administrator	0
New position:	0	New Hire Teachers	0
Transfer out:	0	New Hire Administrator Pending	0
Transfer In:	0	New Hire Teacher Pending	0
Total remaining to fill:	3 Teachers and 1 Counselor		

Site: Harold Kaveolook School, Kaktovik			
# of FTE's in FY23:	10		
# of FTE's in FY24:	10		
Total Vacancies:	2 Teachers and 1 Counselor		
End of year resignations / declined:	2	Returning Administrators	1
Previously vacant / mid-year resignation:	0	Returning Teachers	6
Contract not offered / not yet offered:	0	Rehire Contracts Pending	0
Eliminated:	0	New Hire Administrator	0
New position:	0	New Hire Teachers	0
Transfer out:	0	New Hire Administrator Pending	0
Transfer In:		New Hire Teacher Pending	1
Total remaining to fill:	1 Teacher and 1 Counselor		

Site: Nuiqsut Trapper School			
# of FTE's in FY23:	19		
# of FTE's in FY24:	19		
Total Vacancies:	2 Administrators, 8 Teachers and 1 Counselor		
End of year resignations / declined:	2	Returning Administrators	0
Previously vacant / mid-year resignation:	5	Returning Teachers	8
Contract not offered / not yet offered:	0	Rehire Contracts Pending	0
Eliminated:	0	New Hire Administrator	0
New position:	0	New Hire Teachers	0
Transfer out:	0	New Hire Administrator Pending	0
Transfer In:		New Hire Teacher Pending	1
Total remaining to fill:	2 Administrators, 7 Teachers and 1 Counselor		

Site: Tikiġaq School, Point Hope			
# of FTE's in FY23:	26		
# of FTE's in FY24:	26		
Total Vacancies:	1 Administrator and 7 Teachers		
End of year resignations / declined:	2	Returning Administrators	1
Previously vacant / mid-year resignation:	3	Returning Teachers	16
Contract not offered / not yet offered:	2	Rehire Contracts Pending	0
Eliminated:	0	New Hire Administrator	0
New position:	0	New Hire Teachers	0
Transfer out:	0	New Hire Administrator Pending	0
Transfer In:	0	New Hire Teacher Pending	1
Total remaining to fill:	1 Administrator and 6 Teachers		

Site: Kali School, Point Lay			
# of FTE's in FY23:	13		
# of FTE's in FY24:	13		
Total Vacancies:	6 Teachers and 1 Counselor		
End of year resignations / declined:	0	Returning Administrators	1
Previously vacant / mid-year resignation:	5	Returning Teachers	5
Contract not offered / not yet offered:	0	Rehire Contracts Pending	0
Eliminated:	0	New Hire Administrator	0
New position:	0	New Hire Teachers	0
Transfer out:	0	New Hire Administrator Pending	0
Transfer In:		New Hire Teacher Pending	0
Total remaining to fill:	6 Teachers and 1 Counselor		

Site: NSBSD Totals	
# of FTE's in FY23:	206
# of FTE's in FY24:	209
Total Vacancies:	5 Administrators and 65 Teachers and 5 Counselors

Job Fairs:

Signature: *Ds Vadiveloo*
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