



NORTH SLOPE BOROUGH SCHOOL DISTRICT

MEMORANDUM

TO: Robyn Burke, President
Members of the School Board

THROUGH: David Vadiveloo, Chief School Administrator *NSB*

FROM: Dr. Bobby Bolen, Director of Human Resources

DATE: December 7, 2022

SUBJECT: Recruitment Update

**Memo No. SB23-095
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 November 11, 2022 by site:

Site: Ipalook Elementary School, Utqiagvik				
# of FTE's in FY22:	45			
# of FTE's in FY23:	44			
Total Vacancies:	3 Teachers			
Previously vacant / mid-year resignation:	3	0	Filled Teachers	0
End of year resignations / declined:	N/A		Filled Administrators	0
Contract not offered / not yet offered:	0		Eliminated:	0
New position:	0		LOI's	0
Transfer out:	0		Transfer In	0
Coverage by Certified LTS:	6		Coverage by Elevate:	0
Total remaining to fill:	3 Teachers			

Site: Hopson Middle School, Utqiagvik				
# of FTE's in FY22:	23.5			
# of FTE's in FY23:	23			
Total Vacancies:	2 Teachers			
Previously vacant / mid-year resignation:	2	0	Filled Teachers	0
End of year resignations / declined:	N/A		Filled Administrators	0
Contract not offered / not yet offered:	0		Eliminated:	0
New position:	0		LOI's	0
Transfer out:	0		Transfer In	0
Coverage by Certified LTS:	2		Coverage by Elevate:	0
Total remaining to fill:	2 Teachers			

Notes: 2 positions are split HMS/BHS

Site: Barrow High School, Utqiagvik				
# of FTE's in FY22:	23.5			
# of FTE's in FY23:	23.5			
Total Vacancies:	4 Teachers			
Previously vacant / mid-year resignation:	4	0	Filled Teachers	0
End of year resignations / declined:	N/A		Filled Administrators	0
Contract not offered / not yet offered:	0		Eliminated:	0
New position:	0		LOI's	0
Transfer out:	0		Transfer In	0
Coverage by Certified LTS:	2		Coverage by Elevate:	0
Total remaining to fill:	4 Teachers			

Notes: 2 positions are split BHS/HMS

Site: Kiita Learning Community, Utqiagvik				
# of FTE's in FY22:	5.5			
# of FTE's in FY23:	5			
Total Vacancies:	1 Teacher			
Previously vacant / mid-year resignation:	1	0	Filled Teacher	0
End of year resignations / declined:	N/A		Filled Administrator	0
Contract not offered / not yet offered:	0		Eliminated:	0
New position:	0		LOI's	0
Transfer out:	0		Transfer In	0
Coverage by Certified LTS:	1		Coverage by Elevate:	0
Total remaining to fill:	1 Teacher			

Site: Alak School, Wainwright				
# of FTE's in FY22:	19			
# of FTE's in FY23:	18			
Total Vacancies:	6 Teachers			
Previously vacant / mid-year resignation:	6	0	Filled Teachers	0
End of year resignations / declined:	N/A		Filled Administrator	0
Contract not offered / not yet offered:	0		Eliminated:	0
New position:	0		LOI's	0
Transfer out:	0		Transfer In	0
Coverage by Certified LTS:	6		Coverage by Elevate:	0
Total remaining to fill:	6 Teachers			

Site: Nunamiut School, Anaktuvuk Pass				
# of FTE's in FY22:	14			
# of FTE's in FY23:	14			
Total Vacancies:	7 Teachers			
Previously vacant / mid-year resignation:	7	1	Filled Teachers	0
End of year resignations / declined:	N/A		Filled Administrator	0
Contract not offered / not yet offered:	0		Eliminated:	0
New position:	0		LOI's	0
Transfer out:	0		Transfer In	0
Coverage by Certified LTS:	7		Coverage by Elevate:	0
Total remaining to fill:	1 Administrator and 7 Teachers			

Site: Meade River School, Atqasuk				
# of FTE's in FY22:	12			
# of FTE's in FY23:	12			
Total Vacancies:	3 Teachers and 1 Counselor			
Previously vacant / mid-year resignation:	4	0	Filled Teachers	0
End of year resignations / declined:	N/A		Filled Administrators	0
Contract not offered / not yet offered:	0		Eliminated:	0
New position:	0		LOI's	0
Transfer out:	0		Transfer In	0
Coverage by Certified LTS:	4		Coverage by Elevate:	0
Total remaining to fill:	3 Teachers and 1 Counselor			

Site: Harold Kaveolook School, Kaktovik				
# of FTE's in FY22:	10			
# of FTE's in FY23:	10			
Total Vacancies:	0			
Previously vacant / mid-year resignation:	0	0	Filled Teachers	0
End of year resignations / declined:	N/A		Filled Administrators	1
Contract not offered / not yet offered:	0		Eliminated:	0
New position:	0		LOI's	0
Transfer out:	0		Transfer In	0
Coverage by Certified LTS:	0		Coverage by Elevate:	0
Total remaining to fill:	0			

Site: Nuiqsut Trapper School				
# of FTE's in FY22:	19*			
# of FTE's in FY23:	17			
Total Vacancies:	4 Teachers and 1 Counselor			
Previously vacant / mid-year resignation:	4	1	Filled Teachers	1*
End of year resignations / declined:	N/A		Filled Administrator	0
Contract not offered / not yet offered:	0		Eliminated:	0
New position:	0		LOI's	0
Transfer out:	0		Transfer In	0
Coverage by Certified LTS:	5		Coverage by Elevate:	0
Total remaining to fill:	4 Teachers and 1 Counselor			

**New FTE: Additional Iñupiat Language Teacher*

Site: Tikigaq School, Point Hope				
# of FTE's in FY22:	24			
# of FTE's in FY23:	26			
Total Vacancies:	1 Administrator and 1 Teacher			
Previously vacant / mid-year resignation:	2	0	Filled Teacher	0
End of year resignations / declined:	N/A		Filled Administrator	0
Contract not offered / not yet offered:	0		Eliminated:	0
New position:	2		LOI's	0
Transfer out:	0		Transfer In	0
Coverage by Certified LTS:	2		Coverage by Elevate:	0
Total remaining to fill:	1 Administrator and 1 Teacher			

Site: Kali School, Point Lay				
# of FTE's in FY22:	13			
# of FTE's in FY23:	13			
Total Vacancies:	4 Teachers			
Previously vacant / mid-year resignation:	3	2	Filled	0
End of year resignations / declined:	N/A		Filled Administrator	0
Contract not offered / not yet offered:	0		Eliminated:	0
New position:	0		LOI's	0
Transfer out:	0		Transfer In	0
Coverage by Certified LTS:	1		Coverage by Elevate:	0
Total remaining to fill:	4 Teachers			

Site: NSBSD Totals	
# of FTE's in FY22:	207.5
# of FTE's in FY23:	206
Total Vacancies:	2 Administrators and 35 Teachers and 2 Counselors

Job Fairs:

No job fairs at this time.