



## NORTH SLOPE BOROUGH SCHOOL DISTRICT MEMORANDUM

**TO:** John Hopson, President  
Members of the Board

**THROUGH:** David Vadiveloo, Superintendent DsV  
DsV

**FROM:** Loretta Ebnet, Director of Human Resources Lke  
Lke

**DATE:** February 14, 2025

**SUBJECT:** Recruitment Update

**Memo No. SB25-131**  
(Informational Item)

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### 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 requirement 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 February 14, 2025, by site:**

<b>Fred Ipalook Elementary School, Utqiagvik</b>	
# of Certified FTEs in FY25:	46
# of Certified FTE Vacancies	(4) 3 Teachers and 1 SPED Teacher
Filled Long-Term Sub Positions:	2
# of Classified FTE's in FY25:	(43) 35 Support Staff and 8 M&O Staff
# of Classified Vacancies as of 02/14/25:	(16) 14 Paraprofessionals and 2 M&O Staff

<b>Eben Hopson Middle School, Utqiagvik</b>	
# of Certified FTEs in FY25:	25
Total Vacancies:	(5) Teachers
Filled Long-Term Sub Positions:	3
# of Classified FTE's in FY25:	(15.5) 9.5 Support Staff and 6 M&O Staff
# of Classified Vacancies as of 02/14/25:	(3) 2 Paraprofessionals and 1 Secretary

<b>Barrow High School, Utqiagvik</b>	
# of Certified FTEs in FY25:	27
Total Vacancies:	(2) 1 Teacher and 1 Counselor
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY25:	(15) 8 Support Staff and 7 M&O Staff
# of Classified Vacancies as of 02/14/25:	(3) 2 Paraprofessionals and 1 M&O Staff

Notes: 2 Certified positions are split BHS/HMS

<b>Kiita Learning Community, Utqiagvik</b>	
# of Certified FTEs in FY25:	6
Total Vacancies:	0
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY25:	(1.2) 1 Support Staff and 1 M&O Staff
# of Classified Vacancies as of 02/14/25:	0

<b>Aḷak School, Wainwright</b>	
# of Certified FTEs in FY25:	21
Total Vacancies:	(3) 1 Assistant Principal, 1 Counselor, 1 Interventionist
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY25:	(20) 10 Support Staff and 10 M&O Staff
# of Classified Vacancies as of 02/14/25:	(3) 1 Paraprofessional and 2 M&O Staff

<b>Nunamiut School, Anaktuvuk Pass</b>	
# of Certified FTEs in FY25:	16
Total Vacancies:	(3) 1 Principal and 2 Teachers
Filled Long-Term Sub Positions:	2
# of Classified FTE's in FY25:	(13) 5.5 Support Staff and 7.5 M&O Staff
# of Classified Vacancies as of 02/14/25:	(5) 2 Paraprofessionals and 3 M&O Staff

<b>Meade River School, Atkasuk</b>	
# of Certified FTEs in FY25:	14
Total Vacancies:	3 Teachers
Filled Long-Term Sub Positions:	1
# of Classified FTE's in FY25:	(13.5) 6 Support Staff and 7.5 M&O Staff
# of Classified Vacancies as of 02/14/25:	(4) 2 Paraprofessional and 2 M&O Staff

<b>Harold Kaveolook School, Kaktovik</b>	
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# of Certified FTEs in FY25:	12
Total Vacancies:	3 Teachers
Filled Long-Term Sub Positions:	1
# of Classified FTE's in FY25:	(13.5) 6 Support Staff and 7.5 M&O Staff
# of Classified Vacancies as of 02/14/25:	(4) 2 Paraprofessionals and 2 M&O Staff

#### **Nuiqsut Trapper School, Nuiqsut**

# of Certified FTEs in FY25:	20
Total Vacancies:	(1) Teacher
Filled Long-Term Sub Positions:	1
# of Classified FTE's in FY25:	(13) 5.5 Support Staff and 7.5 M&O Staff
# of Classified Vacancies as of 02/14/25:	(7) 4 Paraprofessionals and 3 M&O Staff

#### **Tikiq School, Point Hope**

# of Certified FTEs in FY25:	26
Total Vacancies:	1 Teacher
Filled Long-Term Sub Positions:	1
# of Classified FTE's in FY25:	(23) 12 Support Staff and 11 M&O Staff
# of Classified Vacancies as of 02/14/25:	1 Intensive SPED Aide

#### **Kali School, Point Lay**

# of Certified FTEs in FY25:	14
Total Vacancies:	1 Counselor
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY25:	(14) 6 Support Staff and 8 M&O Staff
# of Classified Vacancies as of 02/14/25:	(6) 2 Paraprofessionals, 1 Admin Assistant, and 3 M&O Staff

#### **NSBSD Totals**

Site	Certified FTEs	LTS Teachers	Principal Vacancy	Teacher Vacancy	Counselor Vacancy	Classified FTEs	Support Staff Vacancy	M&O Vacancy
IPK	46	0	0	4	0	43	14	2
HMS	25	0	0	5	0	15.5	3	0
BHS	27	0	0	1	1	15	2	1
KLC	6	0	0	0	0	1.2	0	0
AIN	21	0	1	1	1	19	1	2
AKP	16	0	1	2	0	13	2	3
ATQ	14	0	0	3	0	13.5	2	2
KAK	12	0	0	3	0	13.5	2	2
NUI	20	0	0	1	0	13	4	3
PHO	26	0	0	1	0	23	1	0
PIZ	14	0	0	0	1	14	3	3
<b>Totals:</b>	<b>227</b>	<b>0</b>	<b>2</b>	<b>21</b>	<b>3</b>	<b>183.7</b>	<b>36</b>	<b>18</b>





Site	Position Vacancy	FTE	Site	Position Vacancy	FTE
AIN	School Bus Driver YR	1	KAK	School Bus Driver SY	1
AIN	Cook	1	KAK	Maintenance Worker I YR	1
AIN	Para Instructional	1	KAK	Para Library	0.5
AKP	Maint I (YR)	1	KAK	Para SPED	1
AKP	School Bus Driver SY	1	NUI	Para Instructional	0.5
AKP	Cook's Helper	0.5	NUI	Para Instructional	0.5
AKP	Para Instructional	1	NUI	Intensive SPED Aide	1
AKP	Intensive SPED Aide	1	NUI	Intensive SPED Aide	1
ATQ	Cook Helper/Maint I YR	0.5	NUI	Maintenance Worker I SY	1
ATQ	Maintenance Worker III YR	1	NUI	Maintenance Worker III (YR)	1
ATQ	Para ECE	1	NUI	Cook Helper I/Maint I YR	1
ATQ	Para Library	0.5	PHO	Intensive SPED Aide	1
BHS	Maintenance Worker I SY	1	PIZ	Cook's Helper	1
BHS	Intensive SPED Aide	1	PIZ	Maintenance Worker II YR	1
BHS	Intensive SPED Aide	1	PIZ	Maintenance Worker I YR	1
HMS	Secretary II	1	PIZ	Para Instructional	1
HMS	Intensive SPED Aide	1	PIZ	Para SPED	1
HMS	Intensive SPED Aide	1	PIZ	Administrative Assistant	1
IPK	Maintenance Worker I YR	1	UTQ	Cook II SY	1
IPK	Maintenance Worker I SY	1	BO	Payroll Specialist	1
IPK	Para Instructional	1	BOD	School Board Secretary	1
IPK	Para ECE/Intervention	1	HR	HR Specialist I	1
IPK	Para ECE	1	HR	HR Specialist III	1
IPK	Para ECE/Immersion	1			
IPK	Para Instructional	1			
IPK	Para Instructional	1			
IPK	Para Inupiaq	1			
IPK	Para SPED	1			
IPK	Para SPED	1			
IPK	Speech Para	1			
IPK	Para SPED	1			
IPK	Speech Para	1			
IPK	Intensive SPED Aide	1			
IPK	Para SPED	1			

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