



**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/Superintendent DsV

**FROM:** Greg Culbert, Director of Human Resources GC

**DATE:** August 11, 2023

**SUBJECT: Recruitment Update**

**Memo No. SB24-002**  
**Information Item**

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**NSBSD Strategic Plan Goal:**

3.0 Staff Success: Strengthen the recruitment and retention of highly effective staff and inspire more Inupiat 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 August 11, 2023 by site:**

Fred Ipalook Elementary School, Utqiagvik	
# of Certified FTE's in FY24:	45
Filled H1B Positions:	4
Total Vacancies:	2 Principals
# of Classified FTE's in FY24:	34 Support Staff
Total Vacancies:	8 Paraprofessionals

<b>Eben Hopson Middle School, Utqiaġvik</b>	
# of Certified FTE's in FY24:	24
Filled H1B Positions:	2
Total Vacancies:	(3) 1 Principal and 2 Teachers
# of Classified FTE's in FY24:	10 Support
Total Vacancies:	2 Paraprofessionals

<b>Barrow High School, Utqiaġvik</b>	
# of Certified FTE's in FY24:	26
Filled H1B Positions:	0
Total Vacancies:	1 Teacher
# of Classified FTE's in FY24:	12 Support Staff
Total Vacancies:	(4) 3 Paraprofessionals and 1 Recreation Supervisor

Notes: 2 Certified positions are split BHS/HMS

<b>Kiita Learning Community, Utqiaġvik</b>	
# of Certified FTE's in FY24:	6
Filled H1B Positions:	0
Total Vacancies:	0
# of Classified FTE's in FY24:	1 Support Staff
Total Vacancies:	0

<b>Aġak School, Wainwright</b>	
# of Certified FTE's in FY24:	19
Filled H1B Positions:	2
Total Vacancies:	1 Teacher
# of Classified FTE's in FY24:	(19) 9 Support Staff and 10 M&O Staff
Total Vacancies:	1 Head Cook

<b>Nunamiut School, Anaktuvuk Pass</b>	
# of Certified FTE's in FY24:	14
Filled H1B Positions:	2
Total Vacancies:	0
# of Classified FTE's in FY24:	(16) 8 Support Staff and 8 M&O Staff
Total Vacancies:	(5) 2 Paraprofessionals and 3 M&O Staff

<b>Meade River School, Atkasuk</b>	
# of Certified FTE's in FY24:	12
Filled H1B Positions:	5
Total Vacancies:	3 Teachers
# of Classified FTE's in FY24:	(15) 7 Support Staff and 8 M&O Staff
Total Vacancies:	(3) 1 Paraprofessional and 2 M&O Staff

<b>Harold Kaveolook School, Kaktovik</b>	
# of Certified FTE's in FY24:	10
Filled H1B Positions:	1
Total Vacancies:	1 Teacher
# of Classified FTE's in FY24:	(15) 6 Support Staff and 8 M&O Staff
Total Vacancies:	(4) 1 Paraprofessional and 3 M&O Staff

<b>Nuiqsut Trapper School, Nuiqsut</b>	
# of Certified FTE's in FY24:	19
Filled H1B Positions:	5
Total Vacancies:	1 Teacher
# of Classified FTE's in FY24:	(13) 6 Support Staff and 7 M&O Staff
Total Vacancies:	(8) 3 Paraprofessionals and 5 M&O Staff

<b>Tikiq School, Point Hope</b>	
# of Certified FTE's in FY24:	26
Filled H1B Positions:	0
Total Vacancies:	1 Teacher
# of Classified FTE's in FY24:	(28) 16 Support Staff and 12 M&O Staff
Total Vacancies:	(5) 4 Paraprofessionals and 1 Home School Facilitator

<b>Kali School, Point Lay</b>	
# of Certified FTE's in FY24:	14
Filled H1B Positions:	4
Total Vacancies:	1 Counselor
# of Classified FTE's in FY24:	(16) 8 Support Staff and 8 M&O Staff
Total Vacancies as of 07/27/23:	(5) 2 Paraprofessional, 1 Home School Facilitator and 1 M&O Staff

<b>NSBSD Totals</b>								
Site	Certified FTEs	H1B Teachers	Principal Vacancy	Teacher Vacancy	Counselor Vacancy	Classified FTEs	Support Staff Vacancy	M&O Vacancy
IPK	45	4	2	0	0	34	8	*
HMS	24	2	1	2	0	10	2	*
BHS	26	0	0	1	0	12	4	*
KLC	6	0	0	0	0	1	0	*
AIN	19	2	0	1	0	19	0	1
AKP	14	2	0	0	0	16	2	3
ATQ	12	5	0	3	0	15	1	2
KAK	10	1	0	1	0	15	1	3
NUI	19	5	0	1	0	13	3	5
PHO	26	0	0	1	0	28	5	0
PIZ	14	4	0	0	1	16	3	1
<b>Totals:</b>	<b>215</b>	<b>25</b>	<b>3</b>	<b>10</b>	<b>1</b>	<b>179</b>	<b>29</b>	<b>15</b>

\*Excludes Central Office, CO2, M&O, IT, BO (UTQ based)

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