



NORTH SLOPE BOROUGH SCHOOL DISTRICT
MEMORANDUM

TO: Robyn Burke, President
Members of the Board

THROUGH: David Vadiveloo, Superintendent DsV
DsV

FROM: Earl San Nicolas, Interim Director ESN
ESN

DATE: September 6, 2024

SUBJECT: Recruitment Update

Memo No. SB25-026
(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.

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.

NSBSD Strategic Plan Summary:

Staff Support & Professional Development

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

Teacher Retention Rate:

| Measure | SY18 | SY19 | SY20 | SY21 | SY22 | SY23 | SY24 |
|----------------|------|------|------|------|------|------|------|
| Retention Rate | 75% | 73% | 73% | 71% | 63% | 61% | 69% |



Status as of September 6, 2024, by site:

| Fred Ipalook Elementary School, Utqiagvik | |
|--|--|
| # of Certified FTEs in FY25: | 46 |
| # of Certified FTE Vacancies | (6) 5 Teachers, 1 SPED Teacher |
| Filled Long-Term Sub Positions: | (5) ECE, Kindergarten, 2 nd Grade, 4 th Grade, and 4 th -5 th SPED |
| # of Classified FTE's in FY25: | (43) 35 Support Staff and 8 M&O Staff |
| # of Classified Vacancies as of 09/06/24: | (16) 14 Paraprofessionals, 1 Secretary, 1 M&O Staff |

| Eben Hopson Middle School, Utqiagvik | |
|---|--|
| # of Certified FTEs in FY25: | 25 |
| Total Vacancies: | (6) 5 Teachers and 1 SPED Teacher |
| Filled Long-Term Sub Positions: | (3) Interventionist, 8 th Grade ELA, and 6 th Grade SPED |
| # of Classified FTE's in FY25: | (15.5) 9.5 Support Staff and 6 M&O Staff |
| # of Classified Vacancies as of 09/06/24: | (5) 1 Secretaries, 3 Paraprofessionals, and 1 M&O Staff |

| Barrow High School, Utqiagvik | |
|---|--------------------------------------|
| # of Certified FTEs in FY25: | 26 |
| Total Vacancies: | 0 |
| 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 09/06/24: | 3 Paraprofessionals |

Notes: 2 Certified positions are split BHS/HMS

| Kiita Learning Community, Utqiagvik | |
|--|---------------------------------------|
| # 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 09/06/24: | 0 |

| Aḷak School, Wainwright | |
|---|---|
| # of Certified FTEs in FY25: | 21 |
| Total Vacancies: | (2) 1 Teacher and 1 Counselor |
| Filled Long-Term Sub Positions: | (1) 8 th -12 th Language Arts |
| # of Classified FTE's in FY25: | (19) 9 Support Staff and 10 M&O Staff |
| # of Classified Vacancies as of 09/06/24: | 1 M&O Staff |

| Nunamiut School, Anaktuvuk Pass | |
|---|--|
| # of Certified FTEs in FY25: | 16 |
| Total Vacancies: | (3) 1 Principal and 2 Teachers |
| Filled Long-Term Sub Positions: | (1) 9 th -12 th Math |
| # of Classified FTE's in FY25: | (13) 5.5 Support Staff and 7.5 M&O Staff |
| # of Classified Vacancies as of 09/06/24: | (5) 2 Paraprofessional and 3 M&O Staff |

| Meade River School, Atkasuk | |
|---|--|
| # of Certified FTEs in FY25: | 14 |
| Total Vacancies: | 2 Teachers |
| Filled Long-Term Sub Positions: | 0 |
| # of Classified FTE's in FY25: | (13.5) 6 Support Staff and 7.5 M&O Staff |
| # of Classified Vacancies as of 09/06/24: | (4) 2 Paraprofessionals and 2 M&O Staff |



| Harold Kaveolook School, Kaktovik | |
|---|---|
| # of Certified FTEs in FY25: | 12 |
| Total Vacancies: | 1 Teacher |
| Filled Long-Term Sub Positions: | (3) 1 st Grade, 2 nd -3 rd Grade, and 4 th -5 th Grade |
| # of Classified FTE's in FY25: | (13.5) 6 Support Staff and 7.5 M&O Staff |
| # of Classified Vacancies as of 09/06/24: | (3) 1 Paraprofessional, and 2 M&O Staff |

| Nuqsut Trapper School, Nuqsut | |
|---|--|
| # of Certified FTEs in FY25: | 20 |
| Total Vacancies: | 1 Teacher |
| Filled Long-Term Sub Positions: | 0 |
| # of Classified FTE's in FY25: | (13) 5.5 Support Staff and 7.5 M&O Staff |
| # of Classified Vacancies as of 09/06/24: | (5) 4 Paraprofessionals, and 1 Home School Facilitator |

| Tikigaq School, Point Hope | |
|---|--|
| # of Certified FTEs in FY25: | 26 |
| Total Vacancies: | 1 Teacher |
| Filled Long-Term Sub Positions: | (1) 3 rd Grade |
| # of Classified FTE's in FY25: | (23) 12 Support Staff and 11 M&O Staff |
| # of Classified Vacancies as of 09/06/24: | 2 M&O Staff |

| Kali School, Point Lay | |
|---|---|
| # of Certified FTEs in FY25: | 14 |
| Total Vacancies: | 1 Counselor |
| Filled Long-Term Sub Positions: | (1) Counselor |
| # of Classified FTE's in FY25: | (14) 6 Support Staff and 8 M&O Staff |
| # of Classified Vacancies as of 09/06/24: | (9) 4 Paraprofessionals, 1 Secretary, and 4 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 | 5 | 0 | 6 | 0 | 43 | 16 | 1 |
| HMS | 25 | 3 | 0 | 6 | 0 | 15.5 | 4 | 1 |
| BHS | 26 | 0 | 0 | 0 | 0 | 15 | 3 | 0 |
| KLC | 6 | 0 | 0 | 0 | 0 | 1.2 | 0 | 0 |
| AIN | 21 | 0 | 0 | 1 | 1 | 19 | 0 | 1 |
| AKP | 16 | 1 | 1 | 2 | 0 | 13 | 2 | 3 |
| ATQ | 14 | 0 | 0 | 2 | 0 | 13.5 | 2 | 2 |
| KAK | 12 | 0 | 0 | 1 | 0 | 13.5 | 1 | 2 |
| NUI | 20 | 0 | 0 | 1 | 0 | 13 | 5 | 0 |
| PHO | 26 | 1 | 0 | 1 | 0 | 23 | 0 | 2 |
| PIZ | 14 | 1 | 0 | 0 | 1 | 14 | 5 | 4 |
| Totals: | 226 | 11 | 1 | 20 | 2 | 183.7 | 38 | 16 |

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

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