



NORTH SLOPE BOROUGH SCHOOL DISTRICT

MEMORANDUM

TO: Robyn Burke, President
Members of the School Board

THROUGH: David Vadiveloo, Chief School Administrator DsV
DsV

FROM: Greg Culbert, Director of Human Resources GC
GC

DATE: November 13, 2023

SUBJECT: Recruitment Update

**Memo No. SB24-059
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 6, 2023 by site:

Fred Ipalook Elementary School, Utqiagvik	
# of Certified FTE's in FY24:	45
Filled H1B Positions:	4
Total Vacancies:	(3) 2 Principals and 1 Teacher
# of Classified FTE's in FY24:	34 Support Staff
Total Vacancies as of 11/06/23:	6 Paraprofessionals
Eben Hopson Middle School, Utqiagvik	
# of Certified FTE's in FY24:	24
Filled H1B Positions:	2
Total Vacancies:	3 Teachers
# of Classified FTE's in FY24:	10 Support
Total Vacancies as of 11/06/23:	2 Paraprofessionals

Barrow High School, Utqiagvik	
# of Certified FTE's in FY24:	26
Filled H1B Positions:	0
Total Vacancies:	0
# of Classified FTE's in FY24:	12 Support Staff
Total Vacancies as of 11/06/23:	(4) 2 Paraprofessionals, 1 M&O Staff, and 1 Recreation Supervisor

Notes: 2 Certified positions are split BHS/HMS

Kiita Learning Community, Utqiagvik	
# 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 as of 11/06/23:	0

Aļak School, Wainwright	
# of Certified FTE's in FY24:	19
Filled H1B Positions:	2
Total Vacancies:	0
# of Classified FTE's in FY24:	(19) 9 Support Staff and 10 M&O Staff
Total Vacancies as of 11/06/23:	(2) 1 Paraprofessional and 1 M&O Staff

Nunamiut School, Anaktuvuk Pass	
# of Certified FTE's in FY24:	15
Filled H1B Positions:	2
Total Vacancies:	0
# of Classified FTE's in FY24:	(16) 8 Support Staff and 8 M&O Staff
Total Vacancies as of 11/06/23:	(3) 2 Paraprofessionals and 1 M&O Staff

Meade River School, Atqasuk	
# of Certified FTE's in FY24:	13
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 as of 11/06/23:	(2) 1 Paraprofessional and 1 M&O Staff

Harold Kaveolook School, Kaktovik	
# 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 as of 11/06/23:	(5) 1 Paraprofessional, 1 Home School Facilitator, and 3 M&O Staff

Nuiqsut Trapper School, Nuiqsut	
# of Certified FTE's in FY24:	19
Filled H1B Positions:	5
Total Vacancies:	0
# of Classified FTE's in FY24:	(13) 6 Support Staff and 7 M&O Staff
Total Vacancies as of 11/06/23:	(7) 4 Paraprofessionals and 3 M&O Staff

Tikiġaq School, Point Hope	
# of Certified FTE's in FY24:	26
Filled H1B Positions:	0
Total Vacancies:	2 Teachers
# of Classified FTE's in FY24:	(28) 16 Support Staff and 12 M&O Staff
Total Vacancies as of 11/06/23:	0

Kali School, Point Lay	
# 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 11/06/23:	(3) 1 Paraprofessional and 2 M&O Staff

NSBSD Totals								
Site	Certified FTEs	H1B Teachers	Principal Vacancy	Teacher Vacancy	Counselor Vacancy	Classified FTEs	Support Staff Vacancy	M&O Vacancy
IPK	45	4	2	1	0	34	6	*
HMS	24	2	0	3	0	10	2	*
BHS	26	0	0	0	0	12	3	1
KLC	6	0	0	0	0	1	0	*
AIN	19	2	0	0	0	19	1	1
AKP	15	2	0	0	0	16	2	1
ATQ	13	5	0	3	0	15	1	1
KAK	10	1	0	1	0	15	2	3
NUI	19	5	0	0	0	13	4	3
PHO	26	0	0	2	0	28	0	*
PIZ	14	4	0	0	1	16	1	2
Totals:	217	25	3	10	1	179	22	12

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