



NORTH SLOPE BOROUGH SCHOOL DISTRICT MEMORANDUM

TO: John Hopson, President
Members of the Board

THROUGH: David Vadiveloo, Superintendent 

FROM: Loretta Ebnet, Director of Human Resources 

DATE: March 24, 2025

SUBJECT: Recruitment Update

Memo No. SB25-148
(Informational Item)

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 March 24, 2025, by site:

Fred Ipalook Elementary School, Utqiagvik	
# of Certified FTEs in FY25:	50
# of Certified FTE Vacancies	(7) 6 Teachers and 1 Counselor
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 03/24/25:	(14) 12 Paraprofessionals and 2 M&O Staff

Eben Hopson Middle School, Utqiagvik	
# of Certified FTEs in FY25:	26
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 03/24/25:	(3) 2 Paraprofessionals and 1 Secretary

Barrow High School, Utqiagvik	
# of Certified FTEs in FY25:	27
Total Vacancies:	(2) 1 Teacher, 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 03/24/25:	(3) 2 Paraprofessionals and 1 M&O Staff

Notes: 2 Certified positions are split BHS/HMS

Kiita Learning Community, Utqiagvik	
# of Certified FTEs in FY25:	7
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 03/24/25:	0

Aḷak School, Wainwright	
# of Certified FTEs in FY25:	23
Total Vacancies:	(2) 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 03/24/25:	(3) 1 Paraprofessional and 2 M&O Staff

Nunamiut School, Anaktuvuk Pass	
# of Certified FTEs in FY25:	15
Total Vacancies:	1 Teacher
Filled Long-Term Sub Positions:	2
# of Classified FTE's in FY25:	(17) 7.5 Support Staff and 9.5 M&O Staff
# of Classified Vacancies as of 03/24/25:	(4.5) 2 Paraprofessionals and 2.5 M&O Staff

Meade River School, Atkasuk	
# of Certified FTEs in FY25:	17
Total Vacancies:	3 Teachers
Filled Long-Term Sub Positions:	1
# of Classified FTE's in FY25:	(16.5) 8 Support Staff and 8.5 M&O Staff
# of Classified Vacancies as of 03/24/25:	(3) 1.5 Paraprofessional and 1.5 M&O Staff



Harold Kaveolook School, Kaktovik	
# of Certified FTEs in FY25:	15
Total Vacancies:	3 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 03/24/25:	(3.5) 1.5 Paraprofessionals and 2 M&O Staff

Nuqsut Trapper School, Nuqsut	
# of Certified FTEs in FY25:	22
Total Vacancies:	(1) Teacher
Filled Long-Term Sub Positions:	1
# of Classified FTE's in FY25:	(12.5) 5.5 Support Staff and 7 M&O Staff
# of Classified Vacancies as of 03/24/25:	(7) 4.5 Paraprofessionals and 2 M&O Staff

Tikigaq School, Point Hope	
# of Certified FTEs in FY25:	25
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 03/24/25:	(2) 1 Intensive SPED Aide and 1 M&O Staff

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:	(13) 5 Support Staff and 8 M&O Staff
# of Classified Vacancies as of 03/24/25:	(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	50	0	0	6	1	43	12	2
HMS	26	0	1	5	0	15.5	4	0
BHS	27	0	1	1	1	15	2	1
KLC	7	0	0	0	0	1.2	0	0
AIN	23	0	0	1	1	20	1	2
AKP	15	0	0	1	0	17	2	2.5
ATQ	17	0	0	3	0	16.5	1.5	1.5
KAK	15	0	0	3	0	13.5	1.5	2
NUI	22	0	0	1	0	12.5	4.5	2
PHO	25	0	1	1	0	26	1	1
PIZ	14	0	0	0	1	13	3	3
Totals:	242	0	3	22	4	188.7	32.5	17





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

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