



## NORTH SLOPE BOROUGH SCHOOL DISTRICT MEMORANDUM

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

**THROUGH:** David Vadiveloo, Superintendent *DSVadiveloo*

**FROM:** Earl "Dimple" San Nicolas, Interim Director of Human Resources *ESN*  
ESN

**DATE:** June 16, 2025

**SUBJECT:** Recruitment Update FY26

**Memo No. SB25-210**  
(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 June 16, 2025, by site:**

<b>Fred Ipalook Elementary School, Utqiaġvik</b>	
# of Certified FTEs in FY26:	45
# of Certified FTE Vacancies	(7) Teachers
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY26:	(43) 35 Support Staff and 8 M&O Staff
# of Classified Vacancies as of 06/16/25:	(12) 9 Paraprofessionals and 3 M&O Staff

<b>Eben Hopson Middle School, Utqiaġvik</b>	
# of Certified FTEs in FY26:	26
Total Vacancies:	(4) 3 Teachers and 1 Assistant Principal
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY26:	(15.5) 9.5 Support Staff and 6 M&O Staff
# of Classified Vacancies as of 06/16/25:	(4) 2 Paraprofessionals and 2 Secretaries

<b>Barrow High School, Utqiaġvik</b>	
# of Certified FTEs in FY26:	28
Total Vacancies:	(4) 3 Teachers and 1 Counselor
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY26:	(15) 8 Support Staff and 7 M&O Staff
# of Classified Vacancies as of 06/16/25:	2 Paraprofessionals

Notes: (1) One Certified position is split BHS/HMS

<b>Kiita Learning Community, Utqiaġvik</b>	
# of Certified FTEs in FY26:	7
Total Vacancies:	0
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY26:	1
# of Classified Vacancies as of 06/16/25:	0

<b>Aġak School, Wainwright</b>	
# of Certified FTEs in FY26:	23
Total Vacancies:	1 Counselor
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY26:	(20) 10 Support Staff and 10 M&O Staff
# of Classified Vacancies as of 06/16/25:	(2) 1 Paraprofessional and 1 M&O Staff

<b>Nunamiut School, Anaktuvuk Pass</b>	
# of Certified FTEs in FY26:	15
Total Vacancies:	(5) 4 Teachers and 1 Principal
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY26:	(17) 7.5 Support Staff and 9.5 M&O Staff
# of Classified Vacancies as of 06/16/25:	(6) 3 Paraprofessionals and 3 M&O Staff

<b>Meade River School, Atkasuk</b>	
# of Certified FTEs in FY26:	17
Total Vacancies:	(5) 4 Teachers and 1 Counselor
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY26:	(16.5) 8 Support Staff and 8.5 M&O Staff
# of Classified Vacancies as of 06/16/25:	(4) 2 Paraprofessional and 2 M&O Staff



<b>Harold Kaveolook School, Kaktovik</b>	
# of Certified FTEs in FY26:	15
Total Vacancies:	2 Teachers
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY26:	(13.5) 6 Support Staff and 7.5 M&O Staff
# of Classified Vacancies as of 06/16/25:	(2) 1 Paraprofessional and 1 M&O Staff

<b>Nuigsut Trapper School, Nuigsut</b>	
# of Certified FTEs in FY26:	22
Total Vacancies:	1 Teacher
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY26:	(12.5) 5.5 Support Staff and 7 M&O Staff
# of Classified Vacancies as of 06/16/25:	(10) 6 Paraprofessionals and 4 M&O Staff

<b>Tikigaq School, Point Hope</b>	
# of Certified FTEs in FY26:	25
Total Vacancies:	(8) 7 Teachers and 1 Counselor
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY26:	(23) 12 Support Staff and 11 M&O Staff
# of Classified Vacancies as of 06/16/25:	1 M&O Staff

<b>Kali School, Point Lay</b>	
# of Certified FTEs in FY26:	14
Total Vacancies:	1 Counselor
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY26:	(13) 5 Support Staff and 8 M&O Staff
# of Classified Vacancies as of 06/16/25:	(6) 2 Paraprofessionals, 1 Admin Assistant, and 3 M&O Staff

#### NSBSD Vacancy Totals

Site	Certified FTEs	LTS	Principal	General Ed. Teacher	SPED Teacher	ILT	Counselor	Classified FTEs	Support Staff	M&O
IPK	45	0	0	6	1	2	0	43	9	3
HMS	26	0	1	6	0	1	0	15.5	2	2
BHS	28	0	0	1	0	0	1	15	2	0
KLC	7	0	0	0	0	0	0	1.2	0	0
AIN	23	0	0	2	0	0	1	20	1	1
AKP	15	0	1	2	0	2	0	17	3	3
ATQ	17	0	0	3	0	1	1	16.5	2	2
KAK	15	0	0	3	0	1	0	13.5	1	1
NUI	22	0	0	1	1	0	0	12.5	6	4
PHO	25	0	0	1	1	0	1	26	0	1
PIZ	14	0	0	0	0	0	1	13	3	3
<b>Totals:</b>	<b>237</b>	<b>0</b>	<b>2</b>	<b>25</b>	<b>3</b>	<b>7</b>	<b>5</b>	<b>188.7</b>	<b>29</b>	<b>20</b>





Site	Position Vacancy	FTE	Site	Position Vacancy	FTE
AIN	School Bus Driver YR	1	NUI	Para Library	0.5
AIN	Para Instructional	1	NUI	Para Instructional	0.5
AKP	School Bus Driver SY	1	NUI	Para Instructional	0.5
AKP	School Bus Driver SY	1	NUI	Intensive SPED Aide	1
AKP	Para Instructional	1	NUI	Intensive SPED Aide	1
AKP	Intensive SPED Aide	1	NUI	Para SPED	1
AKP	Intensive SPED Aide	1	NUI	Maintenance Worker I YR	1
AKP	Cook's Helper	1	NUI	Maintenance Worker I SY	1
ATQ	Cook Helper/Maint I YR	0.5	NUI	Cook Helper/Maint I YR	1
ATQ	Maintenance Worker III YR	1	NUI	Maintenance Worker III YR	1
ATQ	Para ECE	0.5	PHO	Maintenance Worker I YR	1
ATQ	Para Library	0.5	PIZ	Maintenance Worker II YR	1
BHS	Para SPED	1	PIZ	Maintenance Worker I YR	1
BHS	Para Instructional	1	PIZ	Para Instructional	1
HMS	Secretary II	1	PIZ	Para SPED	1
HMS	Secretary III	1	PIZ	Administrative Assistant	1
HMS	Intensive SPED Aide	1	PIZ	Cook II SY	1
HMS	Intensive SPED Aide	1	UTQ	Plumber/Electrician	1
IPK	Maintenance Worker I YR	1	UTQ	School Bus Driver SY	1
IPK	Maintenance Worker I SY	1	UTQ	Cook II SY	1
IPK	Maintenance Worker II YR	1	M&O	Maintenance III	1
IPK	Para ECE/Immersion	1	M&O	Maintenance III	1
IPK	Para ECE	1	UTQ	Itinerant Carpenter	1
IPK	Para Instructional	1	M&O	Emergency Ops Coord.	1
IPK	Para Instructional	1	M&O	Director of M&O	1
IPK	Para ECE/Intervention	1	HR	Director of HR	1
IPK	Intensive SPED Aide	1			
IPK	Intensive SPED Aide	1			
IPK	Intensive SPED Aide	1			
IPK	Para SPED	1			
KAK	Maintenance Worker I YR	1			
KAK	Para Library	0.5			
IED	Administrative Assistant	1			
IED	Secretary II	1			

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