



**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:** October 5, 2023

**SUBJECT: Recruitment Update**

**Memo No. SB24-043  
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 October 5, 2023 by site:**

<b>Fred Ipalook Elementary School, Utqiagvik</b>	
# 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 10/05/23:	6 Paraprofessionals
<b>Eben Hopson Middle School, Utqiagvik</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 as of 10/05/23:	2 Paraprofessionals

<b>Barrow High School, Utqiagvik</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 as of 10/05/23:	(4) 2 Paraprofessionals, 1 Maintenance I SY, and 1 Recreation Supervisor

Notes: 2 Certified positions are split BHS/HMS

<b>Kiita Learning Community, Utqiagvik</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 as of 10/05/23:	0

<b>Aġak School, Wainwright</b>	
# 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 10/05/23:	1 Plant Manager

<b>Nunamiut School, Anaktuvuk Pass</b>	
# of Certified FTE's in FY24:	15
Filled H1B Positions:	2
Total Vacancies:	1 Teacher
# of Classified FTE's in FY24:	(16) 8 Support Staff and 8 M&O Staff
Total Vacancies as of 10/05/23:	(3) 1 Paraprofessionals and 2 M&O Staff

<b>Meade River School, Atqasuk</b>	
# 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 10/05/23:	(2) 1 Paraprofessional and 1 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 as of 10/05/23:	(5) 1 Paraprofessional, 1 Home School Facilitator, and 3 M&O Staff

<b>Nuiqsut Trapper School, Nuiqsut</b>	
# 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 10/05/23:	(9) 4 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:	2 Teacher
# of Classified FTE's in FY24:	(28) 16 Support Staff and 12 M&O Staff
Total Vacancies as of 10/05/23:	0

<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 10/05/23:	(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	1	0	34	6	*
HMS	24	2	1	2	0	10	2	*
BHS	26	0	0	1	0	12	3	1
KLC	6	0	0	0	0	1	0	*
AIN	19	2	0	0	0	19	0	1
AKP	15	2	0	0	0	16	1	2
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	5
PHO	26	0	0	2	0	28	0	*
PIZ	14	4	0	0	1	16	0	1
<b>Totals:</b>	<b>217</b>	<b>25</b>	<b>3</b>	<b>10</b>	<b>1</b>	<b>179</b>	<b>19</b>	<b>14</b>

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

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