



NORTH SLOPE BOROUGH SCHOOL DISTRICT MEMORANDUM

TO: Esther Evikana, President
Members of the Board

THROUGH: David Vadiveloo, Superintendent *DSVadiveloo*

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

DATE: February 8, 2026

SUBJECT: **Recruitment Update**

Memo No. SB26-096
(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 requirements 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 February 8, 2026, by site:

Fred Ipalook Elementary School, Utqiāgvik	
# of Certified FTEs in FY26:	48
# of Certified FTE Vacancies	(7) 4 Teachers, 2 ILT Teachers, and 1 SPED Teacher
Filled Long-Term Sub Positions:	2
# of Classified FTE's in FY26:	(40) 31 Support Staff and 9 M&O Staff
# of Classified Vacancies as of 02/08/26:	(7) 6 Paraprofessionals and 1 M&O Staff

Eben Hopson Middle School, Utqiāgvik	
# of Certified FTEs in FY26:	26
Total Vacancies:	(4) 2 Teachers, 1 ILT Teacher, and 1 SPED Teacher
Filled Long-Term Sub Positions:	2
# of Classified FTE's in FY26:	(21.5) 16 Support Staff and 6 M&O Staff
# of Classified Vacancies as of 02/08/26:	(10) 9 Paraprofessionals and 1 Secretary

Barrow High School, Utqiāgvik	
# of Certified FTEs in FY26:	28
Total Vacancies:	(5) 3 Teachers and 2 SPED Teachers
Filled Long-Term Sub Positions:	1
# of Classified FTE's in FY26:	(15.8) 8 Support Staff and 8 M&O Staff
# of Classified Vacancies as of 02/08/26:	(6) 3 Paraprofessional, 1 Secretary, and 2 M&O Staff

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

Kiita Learning Community, Utqiāgvik	
# of Certified FTEs in FY26:	7
Total Vacancies:	(2) 1 Teacher and 1 SPED Teacher
Filled Long-Term Sub Positions:	1
# of Classified FTE's in FY26:	1.2
# of Classified Vacancies as of 02/08/26:	0

Alak School, Wainwright	
# of Certified FTEs in FY26:	22
Total Vacancies:	(3) 1 Principal, 1 Teacher and 1 SPED Teacher
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY26:	(21) 11 Support Staff and 10 M&O Staff
# of Classified Vacancies as of 02/08/26:	1 Paraprofessional

Nunamiat School, Anaktuvuk Pass	
# of Certified FTEs in FY26:	18
Total Vacancies:	0
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY26:	(21) 12.5 Support Staff and 8.5 M&O Staff
# of Classified Vacancies as of 02/08/26:	(11) 8 Paraprofessionals and 3 M&O Staff

Meade River School, Atqasuk	
# of Certified FTEs in FY26:	15
Total Vacancies:	(6) 3 Teachers, 1 ILT Teacher, 1 SPED Teacher, and 1 Counselor
Filled Long-Term Sub Positions:	2
# of Classified FTE's in FY26:	(15.5) 8 Support Staff and 7.5 M&O Staff
# of Classified Vacancies as of 02/08/26:	(4) 3 Paraprofessional and 1 M&O Staff





Harold Kaveolook School, Kaktovik

# of Certified FTEs in FY26:	12
Total Vacancies:	1 Principal and 1 Teacher
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY26:	(12.5) 5 Support Staff and 7.5 M&O Staff
# of Classified Vacancies as of 02/08/26:	2 Paraprofessionals

Nuiqsut Trapper School, Nuiqsut

# of Certified FTEs in FY26:	23
Total Vacancies:	1 Teacher
Filled Long-Term Sub Positions:	1
# of Classified FTE's in FY26:	(15.5) 7.5 Support Staff and 8 M&O Staff
# of Classified Vacancies as of 02/08/26:	(12) 7 Paraprofessionals, 1 Home School Facilitator, and 4 M&O Staff

Tikigaaq School, Point Hope

# of Certified FTEs in FY26:	26
Total Vacancies:	1 Teacher
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY26:	(26) 14 Support Staff and 12 M&O Staff
# of Classified Vacancies as of 02/08/26:	(6) 4 Paraprofessionals and 2 M&O Staff

Kali School, Point Lay

# 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 02/08/26:	(4) 2 Paraprofessionals and 2 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	48	2	0	4	1	2	0	40	6	1
HMS	26	2	0	2	1	1	0	21.5	10	0
BHS	28	1	0	3	2	0	0	15.8	4	2
KLC	7	1	0	1	1	0	0	1.2	0	0
AIN	22	0	1	1	1	0	0	21	1	0
AKP	18	0	0	0	0	0	0	21	8	3
ATQ	15	2	0	3	1	1	1	15.5	3	1
KAK	12	0	1	1	0	1	0	12.5	2	0
NUI	23	1	0	1	0	0	0	15.5	8	4
PHO	26	0	0	1	0	0	0	26	4	2
PIZ	14	0	0	0	0	0	1	13	2	2
Totals:	239	9	2	17	7	5	2	203	48	15

AIN Alak School Wainwright





AIN Alak School Wainwright	Para SPED
AKP Nunamiut School Anaktuvuk Pass	
AKP Nunamiut School Anaktuvuk	School Bus Driver SY
AKP Nunamiut School Anaktuvuk	School Bus Driver SY
AKP Nunamiut School Anaktuvuk	Cook's Helper
AKP Nunamiut School Anaktuvuk	Intensive SPED Aide
AKP Nunamiut School Anaktuvuk	Intensive SPED Aide
AKP Nunamiut School Anaktuvuk	Intensive SPED Aide
AKP Nunamiut School Anaktuvuk	Intensive SPED Aide
AKP Nunamiut School Anaktuvuk	Intensive SPED Aide
AKP Nunamiut School Anaktuvuk	Para SPED
AKP Nunamiut School Anaktuvuk	Para Instructional
AKP Nunamiut School Anaktuvuk	Para Inupiaq
ATQ Meade River Atqasuk	
ATQ Meade River Atqasuk	Maintenance Worker III YR
ATQ Meade River Atqasuk	Para ECE
ATQ Meade River Atqasuk	Para Library
ATQ Meade River Atqasuk	Para Instructional
BHS Barrow High School	
BHS Barrow High School	Para SPED
BHS Barrow High School	Para Instructional
BHS Barrow High School	Intensive SPED Aide
BHS Barrow High School	Maintenance Worker I SY
BHS Barrow High School	Maintenance Worker II YR
BHS Barrow High School	Secretary III
HMS Hopson Middle School	
HMS Hopson Middle School	Intensive SPED Aide
HMS Hopson Middle School	Intensive SPED Aide
HMS Hopson Middle School	Intensive SPED Aide
HMS Hopson Middle School	Intensive SPED Aide
HMS Hopson Middle School	Para SPED
HMS Hopson Middle School	Para SPED
HMS Hopson Middle School	Para SPED
HMS Hopson Middle School	Para SPED
HMS Hopson Middle School	Secretary II
HMS Hopson Middle School	Para Instructional
IPK Ipalook Elementary	
IPK Ipalook Elementary	Maintenance Worker I SY
IPK Ipalook Elementary	Para Instructional
IPK Ipalook Elementary	Para Instructional
IPK Ipalook Elementary	Intensive SPED Aide





IPK Ipalook Elementary	Intensive SPED Aide
IPK Ipalook Elementary	Para SPED
IPK Ipalook Elementary	Speech Para

KAK Harold Kaveolook Kaktovik

KAK Harold Kaveolook Kaktovik	Para Library
KAK Harold Kaveolook Kaktovik	Para Instructional

NUI Trapper School Nuiqsut

NUI Trapper School Nuiqsut	Maintenance Worker I YR
NUI Trapper School Nuiqsut	Maintenance Worker I SY
NUI Trapper School Nuiqsut	Maintenance Worker I SY
NUI Trapper School Nuiqsut	Plant Manager
NUI Trapper School Nuiqsut	Home School Facilitator
NUI Trapper School Nuiqsut	Para Instructional
NUI Trapper School Nuiqsut	Para Instructional
NUI Trapper School Nuiqsut	Para Library
NUI Trapper School Nuiqsut	Intensive SPED Aide
NUI Trapper School Nuiqsut	Intensive SPED Aide
NUI Trapper School Nuiqsut	Para SPED
NUI Trapper School Nuiqsut	Para SPED

PHO Tikigaq School Pt Hope

PHO Tikigaq School Pt Hope	Intensive SPED Aide
PHO Tikigaq School Pt Hope	Para Instructional
PHO Tikigaq School Pt Hope	Para Instructional
PHO Tikigaq School Pt Hope	Para Instructional
PHO Tikigaq School Pt Hope	School Bus Driver SY
PHO Tikigaq School Pt Hope	Cook's Helper

PIZ Kali School Pt Lay

PIZ Kali School Pt Lay	Plant Manager
PIZ Kali School Pt Lay	Maintenance Worker I SY
PIZ Kali School Pt Lay	Para Instructional
PIZ Kali School Pt Lay	Para SPED

OTHER VACANCIES

Food Services	Cook II SY
Food Services	Nutrition Services Manager
Human Resources	Director of Human Resources Specialist
Inupiaq Education	Administrative Assistant
Maintenance	Maintenance Worker II YR
Maintenance	Itinerant Carpenter
Maintenance	Plant Manager
Maintenance	Plumber/Electrician/Preventive Maintenance



Signature: *DS Vadiveloo*

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Signature:

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