

MEMORANDUM

TO: NWABSD Board of Education
Members

DATE: January 7, 2026

FR: Office of the Superintendent

SUBJECT: Human Resources
Report

James Stewart, Director of Human Resources, reports on the following:

We are currently preparing contracts for our principals and directors. I am canvassing our principals to see which positions they anticipate opening in their schools. It's time for us to transition to rehire and recruit for the FY 27 school year. We are considering attending education job fairs in the southern states of the lower 48, i.e., Arkansas, Louisiana, and Texas. In recent years, many of our teachers and administrators who have come, stayed, and excelled have come from these states.

We have several H-1B visa holders who need to renew their visas, so we are learning the process to ensure we retain our excellent teachers from the Philippines. The process has begun for six of our Philippine teachers to convert their J-1 visas to H-1B visas.

We have signed a contract with Frontline Recruit and Hire to couple with Frontline Central. The initial setup and training will be intensive and time-consuming, and once complete, we will be able to transition a person from an applicant to an employee with minimal redundancy for the applicant and for the district office. This will reduce paperwork, improve communication between departments, create cleaner, more usable records, reduce human error, and cut record-keeping costs. This will initially be a major effort for the Human Resources Department, with support from Administrative Services.

There is another virtual job Fair happening in Anchorage next week on the 14th. The NWABSD has registered and has asked that we only receive non-international inquiries. Last time, all we received were international applicants. I am hopeful that non-visa holders will apply for our jobs. We shall see. There will be two more virtual job fairs hosted by the AERRC, one on the 18th of March and another on the 13th of May.

Negotiations are ongoing with the union.

ACTION ITEM ON THE AGENDA

NWABSD Memo, Approval of Human Resources:

The administration recommended that the Board approve the certified rehires, classified new hires, certified new hires, certified transfers, and classified separations, as presented. Please see NWABSD Memo 26-059.