



**NORTH SLOPE BOROUGH SCHOOL DISTRICT
MEMORANDUM**

TO: Robyn Burke, President
Members of the Board

THROUGH: David Vadiveloo, Superintendent DsV

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

DATE: August 16, 2024

SUBJECT: Recruitment Update

Memo No. SB25-002
(Information Item)

NSBSD Strategic Plan Goal:

3.0 Staff Success: Strengthen the recruitment and retention of highly effective staff and inspire more Inupiaq 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	SY18	SY19	SY20	SY21	SY22	SY23	SY24
Retention Rate	75%	73%	73%	71%	63%	61%	69%

Status as of August 16, 2024, by site:





Fred Ipalook Elementary School, Utqiagvik	
# of Certified FTEs in FY25:	46
# of Certified FTE Vacancies	(8) 7 Teachers, 1 SPED Teacher
Filled Long-Term Sub Positions:	(1) 4 th -5 th SPED
# of Classified FTE's in FY25:	(43) 35 Support Staff and 8 M&O Staff
# of Classified Vacancies as of 08/16/24:	(15) 13 Paraprofessionals, 1 Secretary, 1 M&O Staff

Eben Hopson Middle School, Utqiagvik	
# of Certified FTEs in FY25:	25
Total Vacancies:	(9) 8 Teachers and 1 SPED Teacher
Filled Long-Term Sub Positions:	(2) Interventionist and 8 th Grade ELA
# of Classified FTE's in FY25:	(15.5) 9.5 Support Staff and 6 M&O Staff
# of Classified Vacancies as of 08/16/24:	(6) 2 Secretaries, 3 Paraprofessionals, and 1 M&O Staff

Barrow High School, Utqiagvik	
# of Certified FTEs in FY25:	26
Total Vacancies:	2 Teachers
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 08/16/24:	3 Paraprofessionals and 1 M&O Staff

Notes: 2 Certified positions are split BHS/HMS

Kiita Learning Community, Utqiagvik	
# of Certified FTEs in FY25:	6
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 08/16/24:	0

Aḷak School, Wainwright	
# of Certified FTEs in FY25:	21
Total Vacancies:	(2) 1 Teacher and 1 Counselor
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY25:	(19) 9 Support Staff and 10 M&O Staff
# of Classified Vacancies as of 08/16/24:	1 M&O Staff

Nunamiut School, Anaktuvuk Pass	
# of Certified FTEs in FY25:	16
Total Vacancies:	(3) 1 Principal and 2 Teachers
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY25:	(13) 5.5 Support Staff and 7.5 M&O Staff
# of Classified Vacancies as of 08/16/24:	(3) 1 Paraprofessional and 2 M&O Staff

Meade River School, Atkasuk	
# of Certified FTEs in FY25:	14
Total Vacancies:	2 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 08/16/24:	(4) 2 Paraprofessionals and 2 M&O Staff





Harold Kaveolook School, Kaktovik	
# of Certified FTEs in FY25:	12
Total Vacancies:	(2) 1 Teacher and 1 SPED Teacher
Filled Long-Term Sub Positions:	(1) 2 nd -3 rd Grade
# of Classified FTE's in FY25:	(13.5) 6 Support Staff and 7.5 M&O Staff
# of Classified Vacancies as of 08/16/24:	(3) 1 Paraprofessional and 2 M&O Staff

Nuiqsut Trapper School, Nuiqsut	
# of Certified FTEs in FY25:	20
Total Vacancies:	0
Filled Long-Term Sub Positions:	0
# of Classified FTE's in FY25:	(13) 5.5 Support Staff and 7.5 M&O Staff
# of Classified Vacancies as of 08/16/24:	(6) 4 Paraprofessionals, 1 Home School Facilitator, and 1 M&O Staff

Tikiqag School, Point Hope	
# of Certified FTEs in FY25:	26
Total Vacancies:	1 Teacher
Filled Long-Term Sub Positions:	(1) 3 rd Grade
# of Classified FTE's in FY25:	(23) 12 Support Staff and 11 M&O Staff
# of Classified Vacancies as of 08/16/24:	1 M&O Staff

Kali School, Point Lay	
# of Certified FTEs in FY25:	14
Total Vacancies:	1 Counselor
Filled Long-Term Sub Positions:	(1) Counselor
# of Classified FTE's in FY25:	(14) 6 Support Staff and 8 M&O Staff
# of Classified Vacancies as of 08/16/24:	(9) 4 Paraprofessionals, 1 Secretary, and 4 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	46	1	0	8	0	43	14	1
HMS	25	2	0	9	0	15.5	5	1
BHS	26	0	0	2	0	15	3	1
KLC	6	0	0	0	0	1.2	0	0
AIN	21	0	0	1	1	19	0	1
AKP	16	0	1	2	0	13	1	2
ATQ	14	0	0	2	0	13.5	2	2
KAK	12	0	0	2	0	13.5	1	2
NUI	20	0	0	0	0	13	5	1
PHO	26	1	0	1	0	23	0	1
PIZ	14	1	0	0	1	14	5	4
Totals:	226	5	1	27	2	183.7	36	16

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

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