

# THE LAKE AND PENINSULA SCHOOL DISTRICT

101 Jensen Drive  
King Salmon, AK 99613  
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1617 S Industrial Way #1  
Palmer, AK 99645  
907-745-7090



**Date:** October 3, 2025

**To:** LPSD School Board Members

**From:** Bill Cornell- Director of Personnel

**Re:** October Personnel Report

## **Classified Staff Training**

Ms. Laura Hylton, Ms. Dawna French, and myself were able to meet with district classified staff on September 26. Topics included emphasizing how classified staff are appreciated and crucial to the operations of our schools, LPSD Code of Conduct, using TimeClock Plus, insurance and benefits, using the Classified Handbook, accessing mandatory training, using LPSD email, and the BBRCTE/LPSD Teacher Apprentice Program.

Our hope is to be able to conduct quarterly meetings with all classified staff to answer questions, and provide training. Regardless of timing of all-staff meetings, LPSD's admin are available to answer questions at any time.

## **Out of Field Notices**

Out of Field Notices will be sent out this month. I always try to communicate this so that there is an awareness of what these notices entail.

Schools that receive Title I funding are required to provide Out of Field Notices to parents when students have been taught for four or more consecutive weeks by a teacher who does not meet state certification or licensure requirements. This often occurs in the secondary levels, where it is nearly impossible for a teacher to be endorsed in all content areas they oversee. It is important to understand that *this is not a reflection of a teacher's ability*, but is a requirement given that LPSD is a district that receives Title 1 funds.

You might have a parent or guardian ask you about these notices, in which case I would be happy to answer any questions they have, if you would like to provide them with my contact information

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## **Mandatory Staff Training**

Staff, both certified and classified, have been working on completing a number of mandatory trainings through SafeSchools, our online training platform, and the Crisis Prevention Institute- CPT (for certified staff). These trainings include conflict management; crisis intervention; de-escalation strategies; understanding boundaries; child abuse identification and intervention; and, bloodborne pathogen exposure and prevention. These trainings are provided to help ensure the health, welfare, and safety of students and staff, and ensure all staff have an understanding of how to approach and deal with issues as they arise.

## **Student Teachers and University Partnerships**

A big thank you to student teachers Ms. Jenna Jones, Ms. Rosemary Sysak, Ms. Natalie Utz, and Ms. Leah Hundley, as well as mentor teachers Ms. Sara Erikson, Ms. Stephanie Barthleman, Ms. Alexis Pursell, and Ms. Patti Brock in supporting our students, and maintaining a strong student teacher program. We have two other student teachers who will continue on with us until the end of the semester.

Ms. Kacy Lou Leyba and I will not be traveling to State University of New York or Kutztown University for an in-person visit this fall. Due to limited time slots to connect with student teachers and tutor candidates in person, we did not feel it was worth the time, money and resources to travel. Instead, Ms. Leyba and I will be connecting with SUNY and Kutztown University students virtually the week of October 20.

In addition, Ms. Leyba and I are working on making contacts in Montana, Nebraska, and Colorado in hopes of fostering (or rekindling) university partnerships in a different region other than New York and Pennsylvania. Montana, Nebraska, and Colorado are states where salaries are lower than the U.S. and Alaska average; we also have current staff with university connections in those states.

## **Update on Hiring International Teachers on a H1B Visas**

In an effort to keep the Board informed on hiring of international candidates, I wanted to provide an update that could impact Alaska districts with recruiting efforts. Here is a recent excerpt from an

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Alaska Public Media article titled *The White House Raised the Cost of H-1B Visas: Alaska schools could face major consequences*, from September 29:

“In an executive order, President Donald Trump announced he would hike the price of H-1B work visas, which used to cost about \$5,000. Those visas will now cost \$100,00 per person, per year, according to the new executive order....In recent years, H-1B visas have become increasingly popular for Alaska schools to hire teachers from abroad. But there's concern that many Alaska school districts won't be able to afford the price hike.

"With a pen stroke, we possibly have ruined the future of education for Alaska students," said Cyndy Mika, the Kodiak Island Borough School District's superintendent. She said she texted that to another superintendent in Alaska after she heard the news.

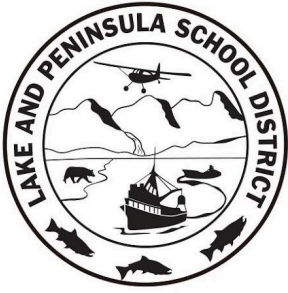
Districts across the state have faced shortages for teaching staff and struggled to fill positions with domestic hires, including from the Lower 48. For some, international hiring efforts are a sort of stopgap measure to ensure classrooms and kids' needs are met.”

We do not know how widespread this change will be, and although LPSD has not moved in the direction of hiring international teachers yet, it could limit the option to hire international candidates in the future. Regardless of our intent to hire international teachers, if other districts are unable to hire teachers on H1B visas, or are hesitant to do so due to concerns in costs associated with Visa fees, the recruiting of domestic teachers could become even more challenging in the year ahead.

### **FY25 Stay Survey and Exit Surveys**

Exit and Stay/Retention Survey results are attached for the review of the Board, as requested. Some individuals requested to remain anonymous, and some responses reference individual names. As a result, not all results are being shared publicly.

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### **Recruitment:**

We currently have the following positions posted to LPSD's website, and the Alaska Educator Recruitment and Retention (AERRC, formerly Alaska Teacher Placement) website:

- Igiugig Secondary (starting November 15)
- Meshik Elementary (second semester)
- Instructional Tutor (five positions total for the spring semester)
- General *FY27* Teacher Posting

### **Contract Adjustments:**

FY 26 contracts, contract adjustments, and salary schedule movement are outlined on the Personnel Approval List

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