



# THE LAKE AND PENINSULA SCHOOL DISTRICT

101 Jensen Drive  
King Salmon, AK 99613  
907-246-4280

1617 S Industrial Way #1  
Palmer, AK 99645  
907-745-7090



**Date:** May 5, 2025

**To:** LPSD School Board Members

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

**Re:** May Personnel Report

## **Hiring International Teachers on Visas**

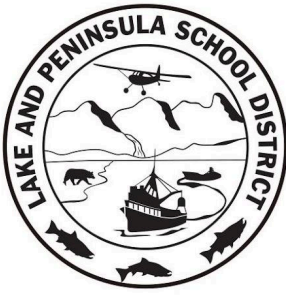
As a follow-up from earlier in the year, I wanted to provide more information to the Board in regards to hiring teachers on J1 and H1B visas. At this point, there are many districts throughout Alaska hiring teachers on visas in order to fill vacancies, with many of these teachers coming from the Philippines. For some districts, teachers on visas now account for 25+% of their staff.

Last week, I was able to meet with iTeach America out of New Mexico, which is a recruiting and immigration agency that aids international teachers in finding placements in the U.S. I was also able to meet with the Alaska Educator Retention and Recruitment Center (AERRC). AERRC is part of the Alaska Council of School Administrators, and given the high need for teachers across Alaska, they are working to streamline the process of hiring international teachers for Alaska school districts. Of the school districts I've talked to, the recommendation has been to go through AERRC as they are making a concerted effort to help Alaska districts specifically, and they better understand the needs of Alaska districts.

The two main hurdles I've learned about in hiring international teachers is time, and cost. The typical timeframe for hiring an international teacher is 4-6 months, and the cost for applications, immigration fees, and insurance is \$5,000-6,000. The time frame can be reduced with premium processing, but this comes with an additional cost of \$2,800.

Beyond the cost and time involved, the feedback I have been receiving from districts is that most international hires are hardworking, welcoming, open individuals who want to stay in their positions as long as they can. Some districts are attributing their high retention rates to the fact that a large portion of their staff are now international hires. As for challenges, some folks have reported language and cultural barriers, as well as isolation being a factor in international hires not staying.

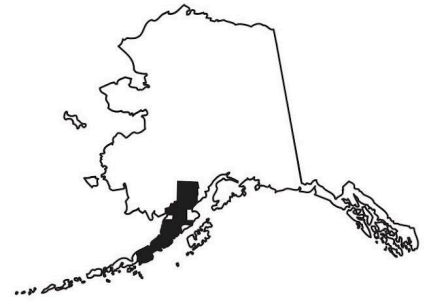
Although we have not gone the route of hiring international teachers, I will continue to inform the Board on the process, given that with the continued teacher shortage, more often than not, districts are turning to this option for hard to fill positions. At some point, LPSD might choose to go this route, or be forced to go this route, to fill positions.



# THE LAKE AND PENINSULA SCHOOL DISTRICT

101 Jensen Drive  
King Salmon, AK 99613  
907-246-4280

1617 S Industrial Way #1  
Palmer, AK 99645  
907-745-7090



## **New Teacher Guide**

Our New Teacher Guide was reviewed by staff, and edited to reflect input. We will be providing this to new staff digitally, as well as printed, in hopes of better informing and preparing incoming staff. Thank you to Cassie Broschius who led this project as part of her educational leadership internship.

## **Staff Recognition**

I wanted to take a moment to recognize Holly Matson in Port Heiden, who will be retiring from her position as the cook at Meshik School. Throughout the past 15 years working for LPSD, she has shown dedication to students, and could be counted on. Even-keeled, positive, and pleasant, I always enjoyed talking with her during visits to Meshik School. You will be missed, Ms. Holly!

## **Fall Student Teachers**

We are looking forward to welcoming a number of student teachers for the fall semester from State University of New York (SUNY) and Kutztown University. Welcome to:

Natalie Utz- SUNY- Port Alsworth  
Jenna Jones- SUNY- Chignik Lagoon  
Madelynn Blankenship- SUNY- Meshik  
Margaret DeMare- SUNY- Kokhanok  
Rosemary Sysek SUNY- Newhalen  
Leah Hundley- Kutztown- Newhalen

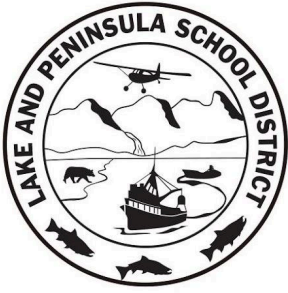
## **Certified Recruitment and Staffing**

We continue to be fully staffed for the spring semester.

We have the following openings posted to our website, Handshake, and Alaska Teachers and Personnel for the 2025-2026 school year. If you hear of any interested candidates, please feel free to share my contact information with them.

- Chignik Lake Elementary
- Igiugig Elementary

Chignik Bay • Chignik Lagoon • Egegik • Igiugig • Ivanof Bay • Kokhanok • Levelock • Newhalen  
Nondalton • Chignik Lake • Perryville • Pilot Point • Port Alsworth • Port Heiden • Pedro Bay



## THE LAKE AND PENINSULA SCHOOL DISTRICT

101 Jensen Drive  
King Salmon, AK 99613  
907-246-4280

1617 S Industrial Way #1  
Palmer, AK 99645  
907-745-7090



I've attached the FY26 Staff Placement List, as well as the Who to Go-To list, for your information.

### **Contract Adjustments:**

FY25 contract adjustments, FY26 contracts, and FY26 contract adjustments are outlined on the Personnel Approval List.

As always, please reach out to me at [bcornell@lpsd.com](mailto:bcornell@lpsd.com), or at (907)571-1211 if you have any questions.

Chignik Bay • Chignik Lagoon • Egegik • Igiugig • Ivanof Bay • Kokhanok • Levelock • Newhalen  
Nondalton • Chignik Lake • Perryville • Pilot Point • Port Alsworth • Port Heiden • Pedro Bay