



# THE LAKE AND PENINSULA SCHOOL DISTRICT

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**Date:** April 8, 2022

**To:** LPSD School Board Members

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

**Re:** April Human Resources Report

## Updates:

- Superintendent Luke and I had the opportunity to travel to Juneau for the 2022 ACSA Legislative Fly-In. Alongside Superintendent Bill Hill, we had the opportunity to meet with a number of legislators in advocacy for education. One aspect that we highlighted in our meetings is the challenge many districts are facing in regards to recruitment and retention of teachers; a challenge that is being seen throughout the State. HB 220 (a bill that proposes bringing back a defined benefit retirement plan), as well as HB 272 and HB273 (bills that increase the Base Student Allocation and protect the BSA from inflation) have the potential to help with recruitment and retention, but districts will need to be creative to meet current staffing needs.
- At the ACSA Fly-In, we also heard from other districts that are pursuing foreign teachers on J-1 Visas. Although we have not gone this route in the past, Superintendent Luke and myself are learning about the process in case there is a need for us to fill positions that prove hard to fill.
- Out of Field Notices- These are letters that are sent out when a teacher teaches outside of their content area (for example, a Social Studies teacher who is serving as a Secondary Generalist where Science is taught). I mainly wanted you to be aware, in case you hear of someone in your community receiving a letter. Folks are welcome to reach out to me if they have any questions.
- FY23 Calendars- Principals have met with LSACs, and approved site calendars. These calendars will now be submitted to the State.

## Contract Adjustments:

- FY 23 Contracts, contract adjustments and salary schedule movement are outlined on the Personnel Approval List

## Recruitment:

- I wish I could report that all of our positions have been filled, but that is not the case. As I outlined above, districts across the state and nation are facing challenges in filling positions, including us. However, we are making efforts to think creatively to fill positions and meet the needs of our students. Steps we have taken have included:
  - ◆ Attending the Alaska Teacher Expo in late March, and Minnesota Educator Job Fairs this coming week alongside BBBS. Attending together allows us to reduce the cost of recruiting at these job fairs
  - ◆ Increased our Scout Stipend to \$5,000. If you consider attending even the Anchorage job fair was roughly \$7,500, having potential hires brought to us from known entities is worth it
  - ◆ Reaching out to all university partners, including providing informational sessions for current university students

Chignik Bay • Chignik Lagoon • Egegik • Iguig • Ivanof Bay • Kokhanok • Levelock • Newhalen  
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- ◆ Asking university partners to share our postings through their educator pipelines. This is allowing us to reach more potential applicants than just our pipelines alone
- ◆ Exploring options related to foreign teachers, on J-1 Visas
- ◆ Looking at ways to utilize talented retirees, who may still want to work part time

My hope is that I am able to share positive news in the weeks to come in regards to success at the Minnesota job fairs, and getting leads through some of our efforts above, however, I do want to be open and honest about the challenges we are facing in filling positions.

To end on a positive note, I would like to welcome Melody Wiggins to Chignik Lake as an Elementary Teacher, as well as Steve Martinez, who is flexible and will likely fill a Secondary Generalist role at one of our south sites. In addition, we have found a good possibility in meeting the needs of our South Itinerant SPED position. More positive recruiting efforts to come...