

THE LAKE AND PENINSULA SCHOOL DISTRICT
Work Session AGENDA
May 8, 2025, 9:00 AM

Agenda

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2. Budget Balancing Continued Conversation	21
3. Resolution 25-04 Endowment Request	34
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LPSD Balanced Assessment

2

For members of the LPSD school board - May 8, 2025

Balanced Assessment

Assessment is the measurement of student learning. There are many types of assessments and different uses for each one.

3

While all types of assessment create the overall picture of student learning it's important to understand the purpose and weight of the different assessment types.

Summative Assessments

AK STAR

Alaska Science Assessment

End of Levels

4

Summative assessments are a one time measure of a specific criteria. The state assessments are best used for decisions at the state level, comparing districts and schools, and as one piece of a balanced assessment picture.

Interim (Benchmark) Assessments

Amplify mCLASS

MAP Growth

Benchmark assessments happen multiple times each year ⁵ and measure a student's ongoing progress through specific learning topics. These assessments are best used to show a student's growth in an area and help teachers make decisions about what to teach.

Formative Assessment

Understanding checks, quizzes, teacher check in and observation, projects, Q&A, thumbs up thumbs down, and much much more

Formative assessment is the ongoing check for understanding that is constantly happening in the classroom. Sometimes it is formal, like a⁶ quiz. Other times it is as informal as asking students to give a thumbs up or a thumbs down to show understanding. Formative assessment should carry more weight in the overall picture of student learning.

Teachers use formative assessment to constantly evaluate and refine what and how they are teaching.

The NAEP Assessment - select students in 4th, 8th, 12th

The National Assessment of Education Progress - Grades 4, 8, 12 - Math and Reading. Only about .3% of students in each grade take the NAEP assessment nationwide. In 2024 LPSD had three 4th graders and one 8th grader selected to participate. After weather cancellations and absences, only one student took the assessment.

Good For:

7

The only comparison that is the same from state to state

Not Good For:

Evaluating the effectiveness of instruction at the district or school level

Getting a precise understanding of student learning

AK STAR: Summative, measures Math and Reading 3rd-9th

The AK STAR measures students mastery of grade level specific standards.

Good For:

State and district trends

State and district level decision making

One part of the overall assessment picture

Not Good For:

Making classroom and school level instruction decisions

Amplify Dibels: Interim, measures early literacy skills

K-3rd (4th and 5th optional)

This assessment measures very specific early literacy skills that students learning to read need. These include reading “nonsense words” like bap, vid, pil, passage reading fluency, and breaking words into individual sounds.

Good For:

Finding the strengths and weaknesses of students learning to read

9

Helping teachers identify areas that need more support

District and school level decisions about teaching supports

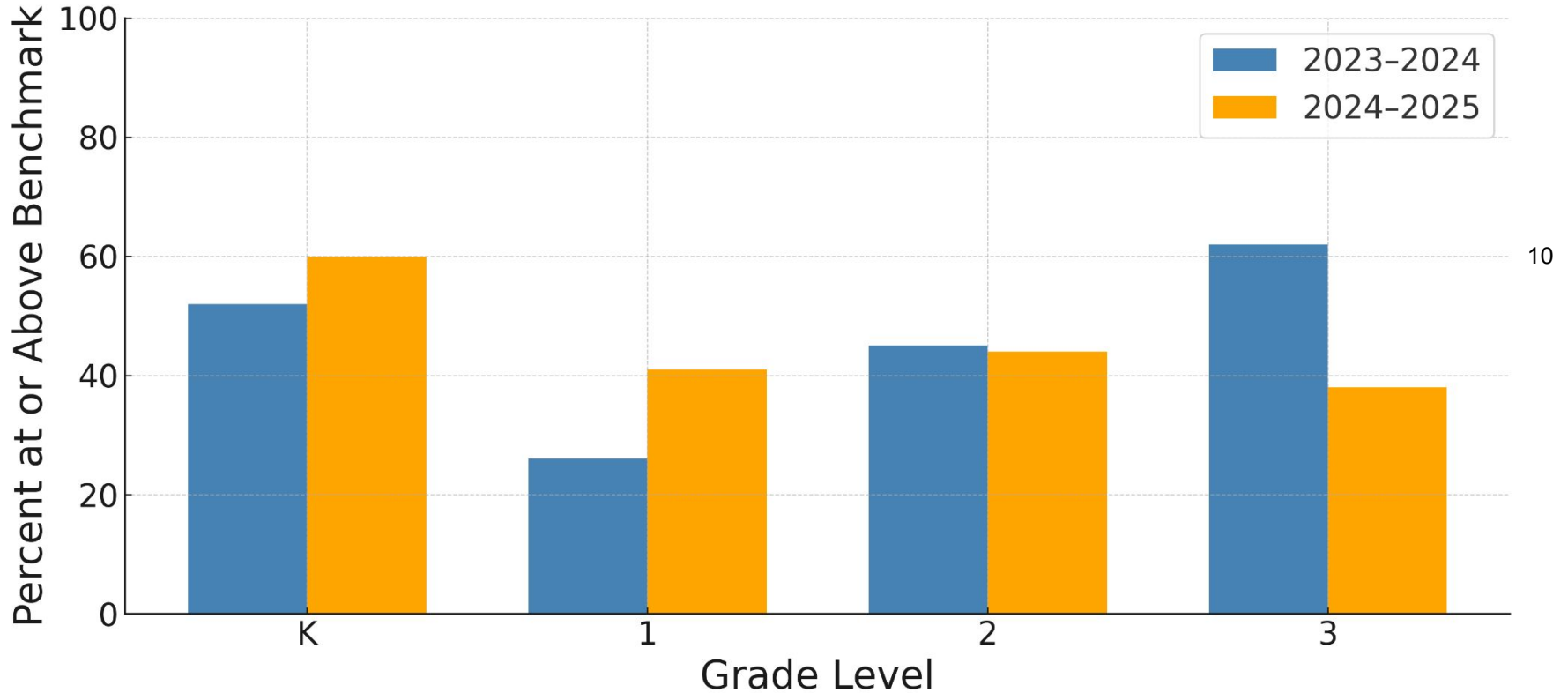
Not Good For:

Testing students who are proficient readings in above level 3

Testing reading comprehension

DIBELS Composite Score Comparison

Percent of Students At or Above Benchmark by Grade



Comparing Measures: DIBELS 8th Edition

View

Segment Results by: District
Grade Divider: On

Population

Show Students Enrolled: On Test Day
Grade: 4 Grades
District: Lake and Peninsula School District

Time

School Year: 2023-2024
Period: 23-24 EOY

Measure

Measure: Composite Score
Level Filter: All Levels

Lake and Peninsula School District

Current as of 05/04/2025

↳ Lake and Peninsula School District

↳ Grade K

Measures	20%	40%	60%	80%	Total Students
Composite Score	23-24 EOY				23

↳ Grade 1

11

Measures	20%	40%	60%	80%	Total Students
Composite Score	23-24 EOY				23

↳ Grade 2

Measures	20%	40%	60%	80%	Total Students
Composite Score	23-24 EOY				22

↳ Grade 3

Measures	20%	40%	60%	80%	Total Students
Composite Score	23-24 EOY				19

Comparing Measures: DIBELS 8th Edition

View

Segment Results by: District
Grade Divider: On

Population

Show Students Enrolled: On Test Day
Grade: 4 Grades
District: Lake and Peninsula School District

Time

School Year: 2024-2025
Period: 24-25 EOY

Measure

Measure: Composite Score
Level Filter: All Levels

Lake and Peninsula School District

Current as of 05/05/2025

↳ Lake and Peninsula School District

↳ Grade K

Measures

20%

40%

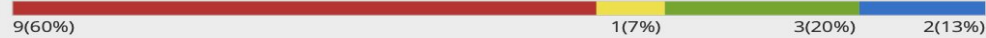
60%

80%

Total Students

Composite Score

24-25 EOY



15

↳ Grade 1

12

Measures

20%

40%

60%

80%

Total Students

Composite Score

24-25 EOY



22

↳ Grade 2

Measures

20%

40%

60%

80%

Total Students

Composite Score

24-25 EOY



23

↳ Grade 3

Measures

20%

40%

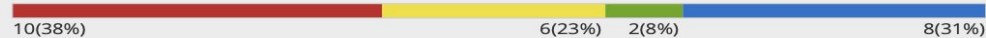
60%

80%

Total Students

Composite Score

24-25 EOY



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MAP Growth: interim measures Math and ELA

K - 9th (Math) 3-9th (ELA)

MAP Growth measures each student against a very robust set of national norms. It shows both how students are performing at their grade level and how much growth they are making, regardless of grade level.

Good For:

Measuring reading comprehension for students above level 3

Seeing student growth even when students may not be on grade level

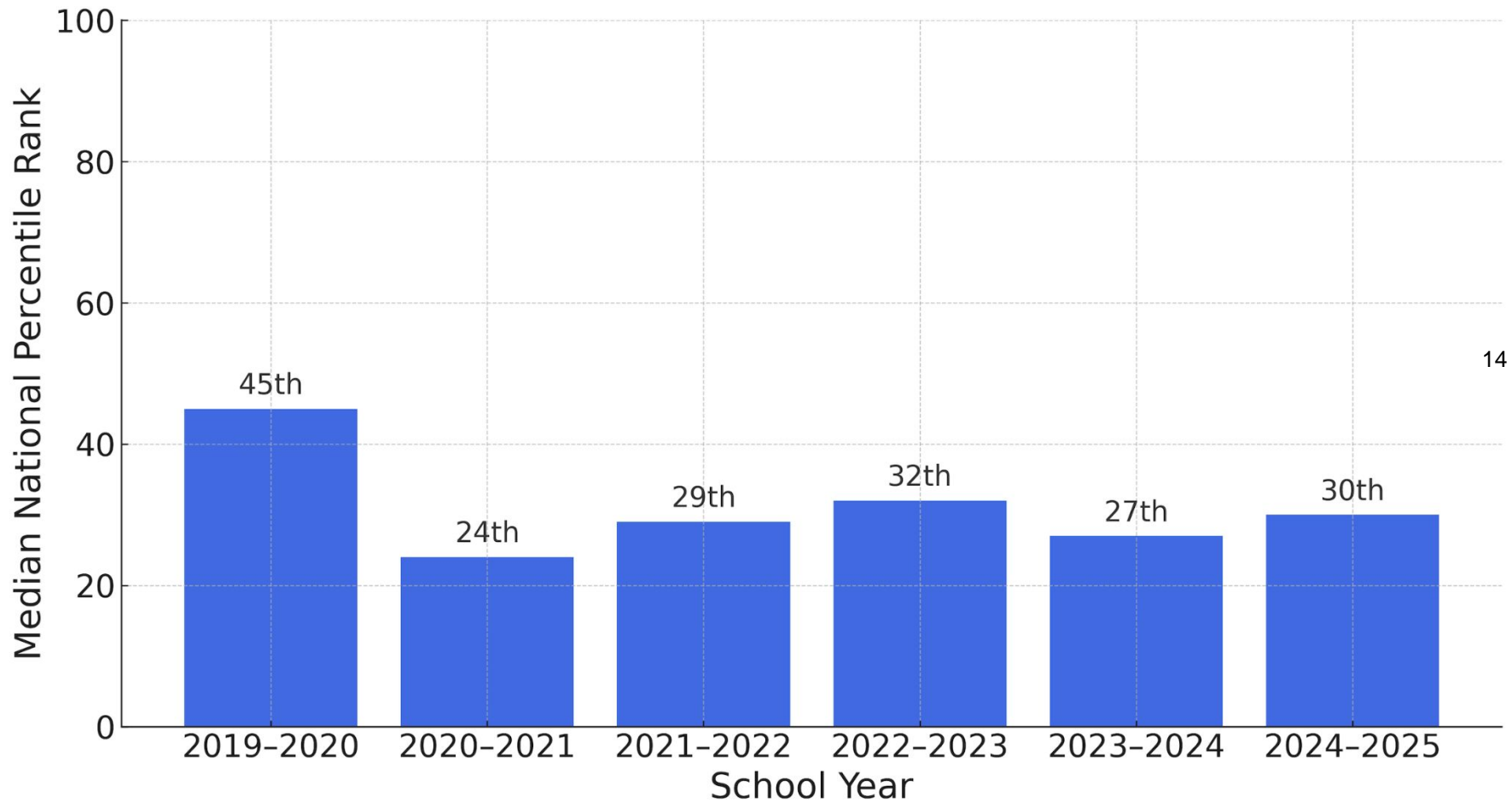
Identifying student strengths and weaknesses in the content areas

Making classroom and school instructional decisions

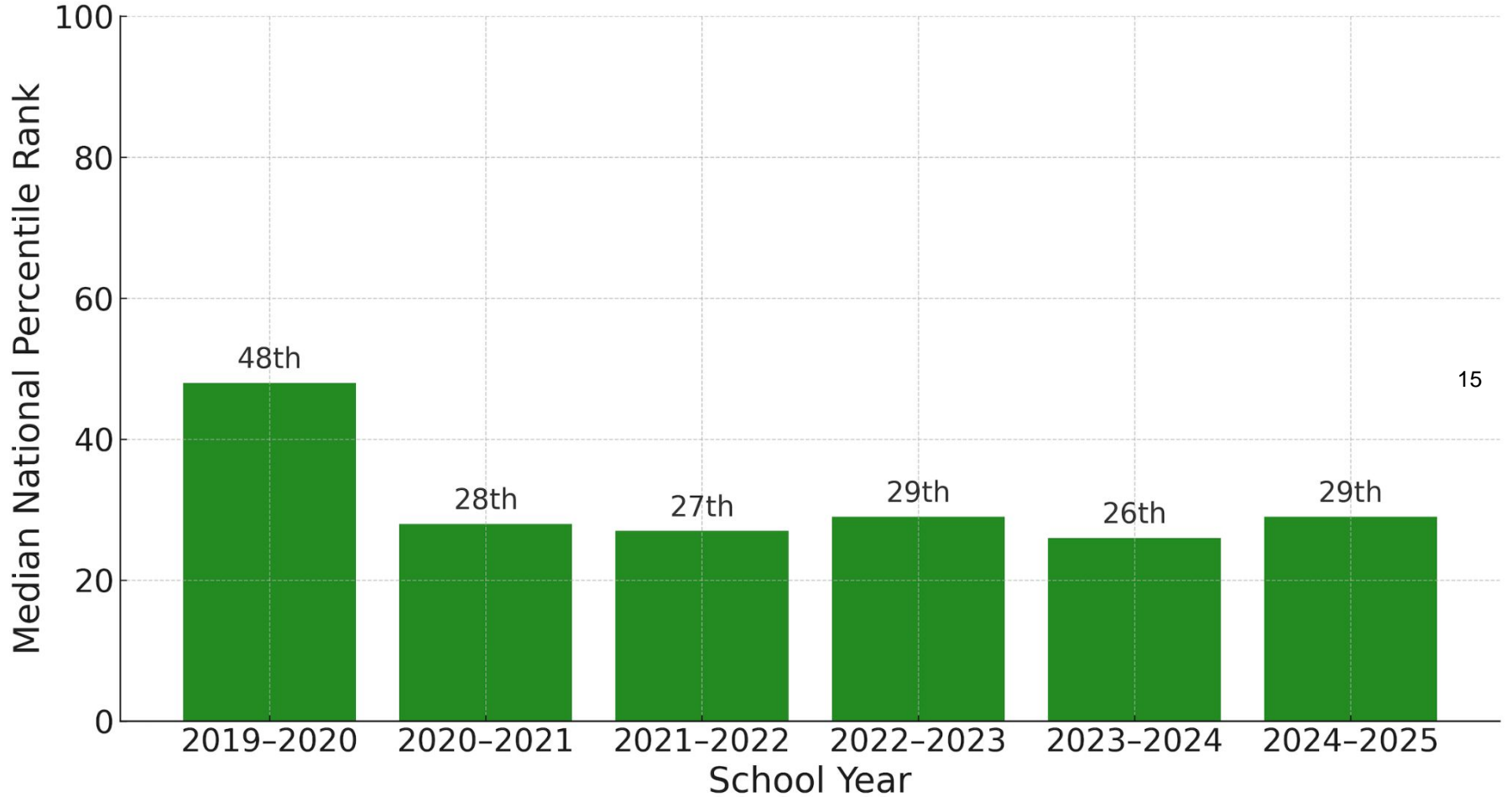
Not Good For

Identifying precise areas of concern for early readers

MAP Growth Math Achievement: Percentile Rank by Year



MAP Growth Reading Achievement: Percentile Rank by Year



Other things that impact student learning and data

Attendance

Pacing: How long a student is in a level

Teacher turnover

Testing day issues

Teacher experience

Health

Engagement: How interested is the student in what is being taught

Home life

Community

Nutrition

Socio economic status

Criterion vs Norm

A 2nd Grade math standard:

02.M.NBT.01 Understand that the three digits of a three-digit number represent amounts of hundreds, tens, and ones: ex 706 equals 7 hundreds, 0 tens, and 6 ones.

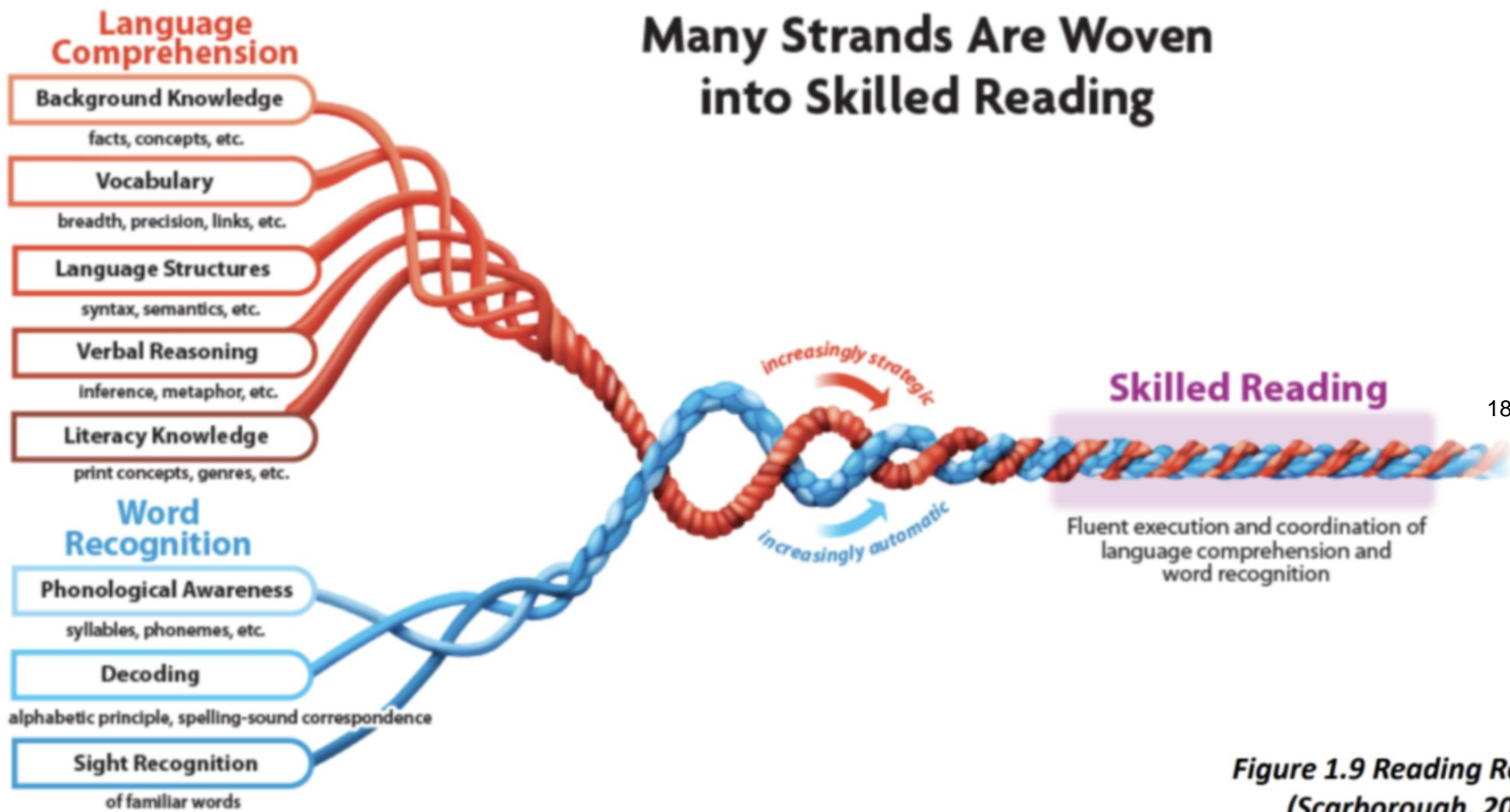
17

The standard is the criteria

Criterion referenced: Yes the 2nd graders knows it or no, they don't

Norm referenced: 100 2nd graders are given the question the percentage that got it right or wrong is the norm and the student is given a percentile based on where their answer ranked.

Many Strands Are Woven into Skilled Reading



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*Figure 1.9 Reading Rope
(Scarborough, 2001)*

Transcript and GPA Administrative Regulation (AR)

LPSD and Previous High School Courses

The intent of the LPSD transcript is to be an accurate representation of a student’s high school career. All courses completed at LPSD for high school credit will be included on the transcript with the corresponding grades.

All high school courses accompanying a transfer student from their previous high school(s) will also all be included on the LPSD transcript under their corresponding high school name.

Optional Non-LPSD Courses

If a student has additional high school courses that are not on their high school transcripts, they may include them on the LPSD transcript by submitting the official transcript from that institution to the Curriculum Director with a written request. Examples include: APEX, BYU. (Though several courses may be listed on a non-LPSD transcript, the student/parent retains the right as to which, if any, of the courses shall be transferred to the LPSD transcript. This decision becomes irrevocable upon the issuance of the high school diploma.)

Optional Dual Credit College Level Courses*

A student may also take classes for credit from postsecondary institutions. When considering postsecondary courses, the student has three choices:

1. to not list them on the LPSD transcript
2. to list them as college courses on the LPSD transcript under Citizenship just as evidence of rigor
(not counted in GPA)
3. to apply to LPSD for Dual Credit, and, if approved, list them on the LPSD transcript with a weighted GPA which is outlined below.

Pass/Fail Courses:

All pass/fail courses can count as earned/not earned credit, but will not be counted in a student's overall GPA.

Grade Point Average (GPA) and Weighted Courses

All LPSD high school courses listed on the transcript, except for Pass/Fail courses, shall be used to calculate the GPA. The customary point value shall be: A = 4.0, P/B = 3.0, C = 2.0, D = 1.0, and F = 0.0.

For non-LPSD courses being transferred into LPSD (such as students who transfer from another school district), the customary GPA Point Conversion Chart listed below will be used:

Point Value Conversion			
LPSD Letter Grade	Traditional Letter Grade	Numerical	GPA Point

		Grade	Value
A (Advanced)	A+	97-100	4
	A	93-96	4
	A-	90-92	3.7
P (Proficient)	B+	87-89	3.3
	B	83-86	3
	B-	80-82	2.7
D (Developing)	C+	77-79	2.3
	C	73-76	2
	C-	70-72	1.7
	D+	67-69	1.3
	D	65-66	1
E (Emerging)	F	0-64	0

College Courses will be weighted. Courses of equivalent rigor (Advanced Placement, International Baccalaureate, ect) may also be weighted upon request, but at the sole discretion of the Curriculum Director. The point value for weighted courses shall be A = 5.0, P/B = 4.0, C = 3.0, D = 2.0, and F = 0.0.

Course Repeats/Grade Replacement

A student may elect to repeat a course to earn a better grade in that same course or in a course of at least equivalent rigor and similar content. A student who completes this course with a better grade can submit the new course/grade to the Curriculum Director. If the replacement course is approved, then the new course/grade shall completely erase and then replace the prior course/grade from the transcript.

Grade Changes

The teacher of record is responsible for submitting grades to the Registrar. If there is a mistake or additional work comes in that can be counted, the teacher of record can change their own grade for a student in writing to the Registrar. In general, a teacher's grade determination is final unless there's a clerical or mechanical error, fraud, bad faith, or incompetency. The teacher should be given the opportunity to explain why they gave the grade, and should be included in any discussions about changing it. There are few exceptions, but 1) the principal can change a grade if it's due to any of the above reasons, 2) a principal can change or enter the grade if the teacher of record is no longer employed or is suspended or disabled, and the 3) Curriculum Director or other Superintendent designee can change a grade if required by a judicial order or legal settlement. Any changes must be in writing and transparent to the Superintendent or his/her designee.

*see Dual Credit policy [LINK](#)



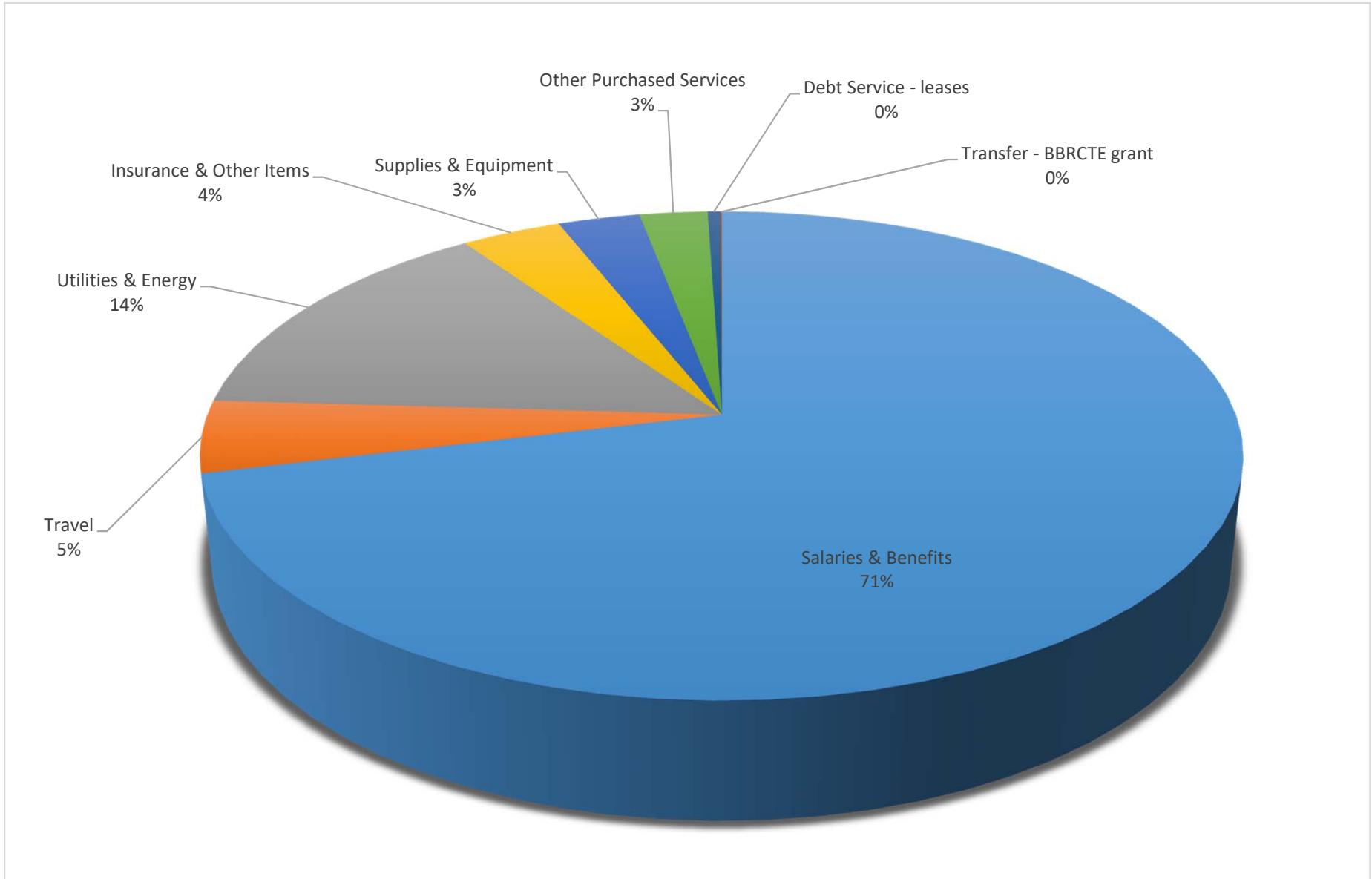
Lake and Peninsula School District
2024-25 Revised Budget

LAKE AND PENINSULA SCHOOL DISTRICT
 BUDGET INFORMATION
 Revised FY25 Revenue Estimates 5.6.25

DESCRIPTION	Adopted FY25 BSA		Revised FY25 SB140		DIFFERENCE
	+300	\$6,260	Budget add \$680	BSA \$6,640	
Borough Appropriation	\$	1,372,707	\$	1,372,707	\$ -
Interest	\$	15,000	\$	25,000	\$ 10,000
Other Local	\$	758,000	\$	892,407	\$ 134,407
Foundation	\$	7,961,829	\$	7,910,619	\$ (51,210)
State - foundation increase	\$	427,698	\$	979,622	\$ 551,924
TRS On-Behalf	\$	707,787	\$	582,032	\$ (125,755)
PERS On-Behalf	\$	82,747	\$	82,085	\$ (662)
Other State - Raffle	\$	2,882	\$	2,637	\$ (245)
Federal ERATE	\$	917,731	\$	917,731	\$ -
Federal Impact Aid	\$	1,130,656	\$	1,497,147	\$ 366,491
Total	\$	13,377,037	\$	14,261,987	\$ 884,950
Total	\$	13,377,037	\$	14,261,987	
Budgeted Expenditures	\$	14,579,268	\$	15,106,956	
	\$	(1,202,231)	\$	(844,969)	
Beginning Fund Balance	\$	531,613	\$	531,613	
Ending Fund Balance	\$	(670,618)	\$	(313,356)	

Budget Notes

Endowment Draw of \$315,000 is included in Resolution - 25-04



Lake and Peninsula School District

100 Object

Fiscal Year: 2024-2025

Print accounts with zero balance Round to whole dollars Account on new page

Exclude inactive accounts with zero balance

From Date: 5/1/2025

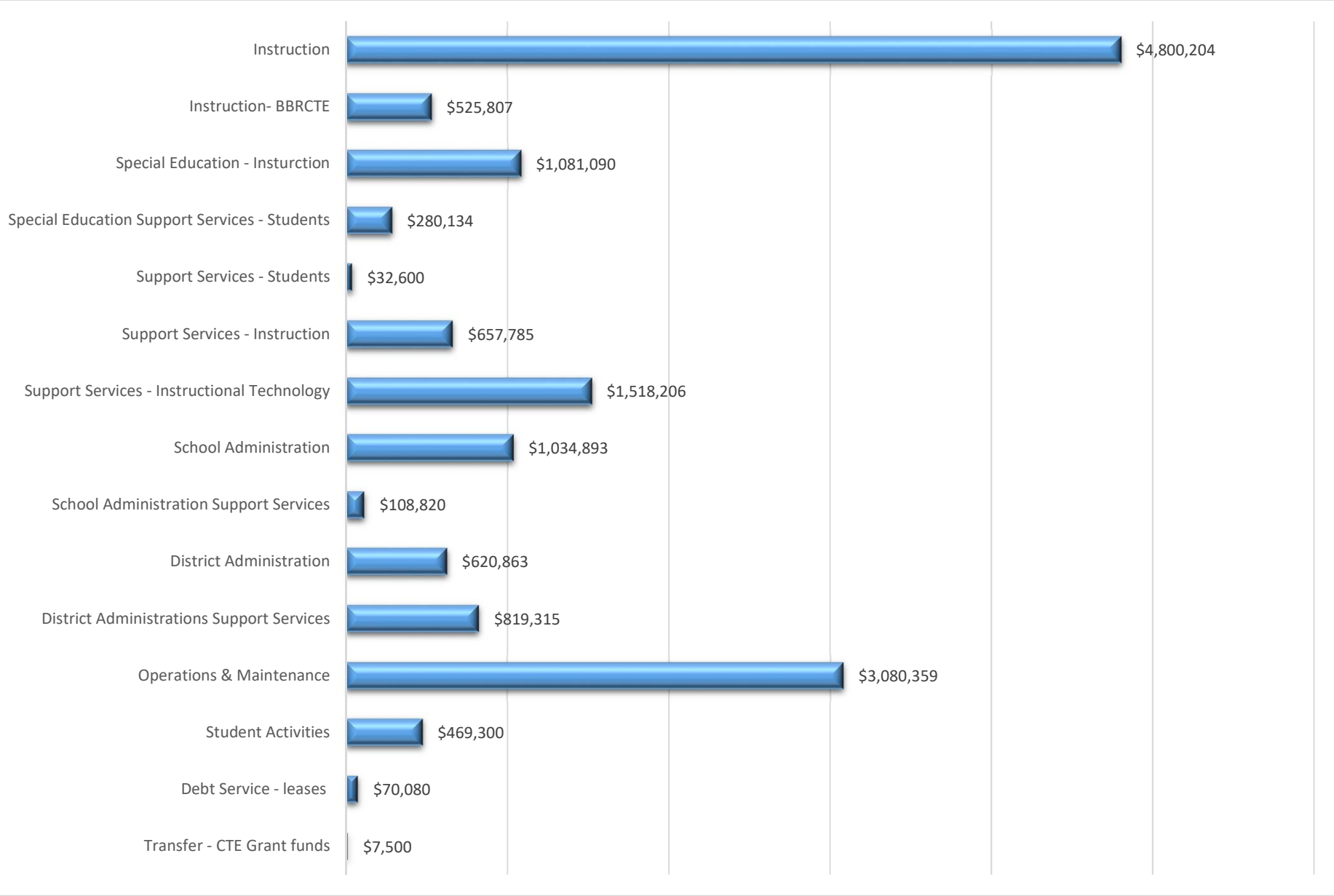
To Date: 5/31/2025

Definition: FY25 YTD to FY25 Projected and Revised
Adopted Budget
to Revised
Budget

Account	Description	FY25 Initial	FY25 Revised	Adopted Budget to Revised Budget	FY25 YTD
100.000.000.000.310	Certificated Salaries	\$3,993,850.90	\$3,996,567.31	\$2,716.41	\$3,187,518.67
100.000.000.000.320	Non Certificated Salary	\$1,820,340.23	\$2,049,777.03	\$229,436.80	\$1,784,867.21
100.000.000.000.350	On-Behalf Retirement	\$785,534.17	\$660,747.47	(\$124,786.70)	\$568,598.79
100.000.000.000.360	Fringe Benefits	\$3,516,681.17	\$3,537,384.35	\$20,703.18	\$2,986,825.10
100.000.000.000.380	Housing Allowance/Subsidy	\$428,000.00	\$441,000.00	\$13,000.00	\$0.00
100.000.000.000.390	Transportation Allowance	\$58,947.20	\$68,591.50	\$9,644.30	\$48,797.14
100.000.000.000.410	Professional/Technical Services	\$321,887.00	\$375,100.00	\$53,213.00	\$310,145.63
100.000.000.000.420	Staff Travel	\$601,500.00	\$720,595.00	\$119,095.00	\$636,397.56
100.000.000.000.430	Utilites	\$2,038,929.22	\$2,175,557.60	\$136,628.38	\$1,641,057.13
100.000.000.000.440	Other Purchased Services	\$630,169.00	\$551,174.00	(\$78,995.00)	\$944,147.67
100.000.000.000.450	Supplies, Materials + Media	\$379,139.00	\$451,367.00	\$72,228.00	\$353,034.59
100.000.000.000.490	Other Expense & Indirect	\$4,289.99	\$1,515.00	(\$2,774.99)	\$27,240.33
100.000.000.000.530	Undesignated	\$0.00	\$70,080.00	\$70,080.00	\$0.00
100.000.000.000.550	Transfers (In/Out)	\$0.00	\$7,500.00	\$7,500.00	\$0.00
Grand Total:		\$14,579,267.88	\$15,106,956.26	\$527,688.38	\$12,488,629.82

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End of Report



Lake and Peninsula School District

100 Function Object

Fiscal Year: 2024-2025

Print accounts with zero balance Round to whole dollars Account on new page

Exclude inactive accounts with zero balance

From Date: 5/1/2025

To Date: 5/31/2025

Definition: FY25 YTD to FY25 Projected and Revised
Adopted Budget
to Revised
Budget

Account	Description	FY25 Initial	FY25 Revised	Adopted Budget to Revised Budget	FY25 YTD
100.000.100.000.310	Certificated Salaries	\$2,364,861.35	\$2,412,911.36	\$48,050.01	\$1,908,624.90
100.000.100.000.320	Non Certificated Salary	\$219,762.56	\$244,108.19	\$24,345.63	\$207,245.42
100.000.100.000.350	On-Behalf Retirement	\$382,452.19	\$302,069.97	(\$80,382.22)	\$251,098.44
100.000.100.000.360	Fringe Benefits	\$1,364,944.74	\$1,214,406.31	(\$150,538.43)	\$979,235.11
100.000.100.000.380	Housing Allowance/Subsidy	\$364,000.00	\$368,500.00	\$4,500.00	\$0.00
100.000.100.000.390	Transportation Allowance	\$44,027.20	\$52,252.90	\$8,225.70	\$38,875.36
100.000.100.000.410	Professional/Technical Services	\$0.00	\$1,400.00	\$1,400.00	\$1,393.75
100.000.100.000.420	Staff Travel	\$8,000.00	\$8,295.00	\$295.00	\$5,461.33
100.000.100.000.430	Utilites	\$400.00	\$880.00	\$480.00	\$838.96
100.000.100.000.450	Supplies, Materials + Media	\$127,000.00	\$127,000.00	\$0.00	\$86,021.72
100.000.100.000.490	Other Expense & Indirect	\$38,000.00	\$35,000.00	(\$3,000.00)	\$30,169.87
Function: Instruction - 100		\$4,913,448.04	\$4,766,823.73	(\$146,624.31)	\$3,508,964.86
100.000.140.000.310	Certificated Salaries	\$8,725.73	\$13,975.73	\$5,250.00	\$12,519.29
100.000.140.000.350	On-Behalf Retirement	\$949.89	\$2,049.89	\$1,100.00	\$1,811.34
100.000.140.000.360	Fringe Benefits	\$2,211.37	\$5,555.00	\$3,343.63	\$4,985.22
100.000.140.000.430	Utilites	\$400.00	\$400.00	\$0.00	\$0.00
100.000.140.000.450	Supplies, Materials + Media	\$6,400.00	\$6,400.00	\$0.00	\$1,348.43
100.000.140.000.490	Other Expense & Indirect	\$5,500.00	\$5,000.00	(\$500.00)	\$613.00
Function: Home School/Correspondence - 140		\$24,186.99	\$33,380.62	\$9,193.63	\$21,277.28

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Lake and Peninsula School District

100 Function Object

Fiscal Year: 2024-2025

Print accounts with zero balance Round to whole dollars Account on new page

Exclude inactive accounts with zero balance

From Date: 5/1/2025

To Date: 5/31/2025

Definition: FY25 YTD to FY25 Projected and Revised
Adopted Budget
to Revised
Budget

Account	Description	FY25 Initial	FY25 Revised	Adopted Budget to Revised Budget	FY25 YTD
100.000.160.000.310	Certificated Salaries	\$34,462.97	\$63,199.12	\$28,736.15	\$56,252.54
100.000.160.000.320	Non Certificated Salary	\$86,012.01	\$65,800.00	(\$20,212.01)	\$43,324.59
100.000.160.000.350	On-Behalf Retirement	\$66,372.87	\$55,000.00	(\$11,372.87)	\$51,222.92
100.000.160.000.360	Fringe Benefits	\$97,407.59	\$72,000.00	(\$25,407.59)	\$44,436.13
100.000.160.000.410	Professional/Technical Services	\$10,000.00	\$40,000.00	\$30,000.00	\$31,533.44
100.000.160.000.420	Staff Travel	\$100,000.00	\$130,000.00	\$30,000.00	\$108,064.46
100.000.160.000.430	Utilites	\$1,500.00	\$5,880.00	\$4,380.00	\$1,567.98
100.000.160.000.440	Other Purchased Services	\$44,964.00	\$12,000.00	(\$32,964.00)	\$23,637.89
100.000.160.000.450	Supplies, Materials + Media	\$45,000.00	\$79,728.00	\$34,728.00	\$76,351.23
100.000.160.000.490	Other Expense & Indirect	\$0.00	\$2,200.00	\$2,200.00	\$0.00
Function: Vocational Education - 160		\$485,719.44	\$525,807.12	\$40,087.68	\$436,391.18
100.000.200.000.310	Certificated Salaries	\$341,678.50	\$240,467.68	(\$101,210.82)	\$186,655.43
100.000.200.000.320	Non Certificated Salary	\$225,710.23	\$279,632.00	\$53,921.77	\$229,111.34
100.000.200.000.350	On-Behalf Retirement	\$55,940.53	\$41,151.50	(\$14,789.03)	\$32,223.18
100.000.200.000.360	Fringe Benefits	\$408,805.37	\$409,928.85	\$1,123.48	\$357,756.62
100.000.200.000.380	Housing Allowance/Subsidy	\$18,000.00	\$33,500.00	\$15,500.00	\$0.00
100.000.200.000.390	Transportation Allowance	\$4,300.00	\$490.00	(\$3,810.00)	\$490.00
100.000.200.000.410	Professional/Technical Services	\$55,000.00	\$55,000.00	\$0.00	\$40,013.53
100.000.200.000.420	Staff Travel	\$6,000.00	\$16,100.00	\$10,100.00	\$13,578.01

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Lake and Peninsula School District

100 Function Object

Fiscal Year: 2024-2025

Print accounts with zero balance Round to whole dollars Account on new page

Exclude inactive accounts with zero balance

From Date: 5/1/2025

To Date: 5/31/2025

Definition: FY25 YTD to FY25 Projected and Revised
Adopted Budet
to Revised
Budget

Account	Description	FY25 Initial	FY25 Revised	Adopted Budet to Revised Budget	FY25 YTD
100.000.200.000.450	Supplies, Materials + Media	\$4,000.00	\$4,500.00	\$500.00	\$4,352.94
100.000.200.000.490	Other Expense & Indirect	\$5,040.00	\$320.00	(\$4,720.00)	\$0.00
Function: Special Education - 200		\$1,124,474.63	\$1,081,090.03	(\$43,384.60)	\$864,181.05
100.000.220.000.310	Certificated Salaries	\$64,194.75	\$64,194.75	\$0.00	\$48,146.04
100.000.220.000.350	On-Behalf Retirement	\$11,724.63	\$10,290.42	(\$1,434.21)	\$7,449.12
100.000.220.000.360	Fringe Benefits	\$42,985.79	\$48,598.43	\$5,612.64	\$34,294.73
100.000.220.000.410	Professional/Technical Services	\$130,287.00	\$131,000.00	\$713.00	\$100,190.85
100.000.220.000.420	Staff Travel	\$25,000.00	\$25,000.00	\$0.00	\$20,124.55
100.000.220.000.430	Utilites	\$400.00	\$400.00	\$0.00	\$212.35
100.000.220.000.440	Other Purchased Services	\$200.00	\$0.00	(\$200.00)	\$0.00
100.000.220.000.450	Supplies, Materials + Media	\$1,500.00	\$250.00	(\$1,250.00)	\$4.72
100.000.220.000.490	Other Expense & Indirect	\$200.00	\$400.00	\$200.00	\$400.00
Function: SPED Education Support Serv - Students - 220		\$276,492.17	\$280,133.60	\$3,641.43	\$210,822.36
100.000.300.000.310	Certificated Salaries	\$28,677.50	\$0.00	(\$28,677.50)	\$0.00
100.000.300.000.350	On-Behalf Retirement	\$14,604.50	\$18,000.00	\$3,395.50	\$15,577.96
100.000.300.000.360	Fringe Benefits	\$14,240.40	\$0.00	(\$14,240.40)	\$0.00
100.000.300.000.380	Housing Allowance/Subsidy	\$0.00	\$13,000.00	\$13,000.00	\$0.00
100.000.300.000.390	Transportation Allowance	\$500.00	\$0.00	(\$500.00)	\$0.00
100.000.300.000.410	Professional/Technical Services	\$500.00	\$0.00	(\$500.00)	\$0.00

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Lake and Peninsula School District

100 Function Object

Fiscal Year: 2024-2025

Print accounts with zero balance Round to whole dollars Account on new page

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To Date: 5/31/2025

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Adopted Budget
to Revised
Budget

Account	Description	FY25 Initial	FY25 Revised	Adopted Budget to Revised Budget	FY25 YTD
100.000.300.000.420	Staff Travel	\$5,000.00	\$1,200.00	(\$3,800.00)	\$1,121.00
100.000.300.000.430	Utilites	\$400.00	\$400.00	\$0.00	\$0.00
100.000.300.000.450	Supplies, Materials + Media	\$500.00	\$0.00	(\$500.00)	\$0.00
100.000.300.000.490	Other Expense & Indirect	\$599.99	\$0.00	(\$599.99)	\$0.00
Function: Support Services Students - 300		\$65,022.39	\$32,600.00	(\$32,422.39)	\$16,698.96
100.000.350.000.310	Certificated Salaries	\$225,685.90	\$279,911.55	\$54,225.65	\$238,156.40
100.000.350.000.320	Non Certificated Salary	\$39,084.41	\$50,481.85	\$11,397.44	\$42,294.98
100.000.350.000.350	On-Behalf Retirement	\$64,606.01	\$68,880.90	\$4,274.89	\$60,318.61
100.000.350.000.360	Fringe Benefits	\$140,768.82	\$206,010.31	\$65,241.49	\$136,726.37
100.000.350.000.410	Professional/Technical Services	\$8,500.00	\$500.00	(\$8,000.00)	\$500.00
100.000.350.000.420	Staff Travel	\$45,000.00	\$45,000.00	\$0.00	\$37,947.83
100.000.350.000.430	Utilites	\$2,000.00	\$2,000.00	\$0.00	\$1,020.96
100.000.350.000.450	Supplies, Materials + Media	\$2,500.00	\$4,500.00	\$2,000.00	\$4,285.86
100.000.350.000.490	Other Expense & Indirect	\$600.00	\$500.00	(\$100.00)	\$385.00
Function: Support Services Instruction - 350		\$528,745.14	\$657,784.61	\$129,039.47	\$521,636.01
100.000.360.000.310	Certificated Salaries	\$41,573.28	\$55,831.27	\$14,257.99	\$52,261.97
100.000.360.000.320	Non Certificated Salary	\$146,983.00	\$146,983.00	\$0.00	\$134,734.38
100.000.360.000.350	On-Behalf Retirement	\$11,033.88	\$13,268.35	\$2,234.47	\$12,493.02
100.000.360.000.360	Fringe Benefits	\$150,971.66	\$159,248.54	\$8,276.88	\$145,060.64

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Lake and Peninsula School District

100 Function Object

Fiscal Year: 2024-2025

Print accounts with zero balance Round to whole dollars Account on new page

Exclude inactive accounts with zero balance

From Date: 5/1/2025

To Date: 5/31/2025

Definition: FY25 YTD to FY25 Projected and Revised
Adopted Budet
to Revised
Budget

Account	Description	FY25 Initial	FY25 Revised	Adopted Budet to Revised Budget	FY25 YTD
100.000.360.000.410	Professional/Technical Services	\$3,000.00	\$3,000.00	\$0.00	\$2,717.88
100.000.360.000.420	Staff Travel	\$20,000.00	\$20,000.00	\$0.00	\$14,706.57
100.000.360.000.430	Utilites	\$1,023,875.12	\$1,023,875.12	\$0.00	\$768,638.44
100.000.360.000.440	Other Purchased Services	\$18,250.00	\$15,000.00	(\$3,250.00)	\$14,945.46
100.000.360.000.450	Supplies, Materials + Media	\$65,000.00	\$71,000.00	\$6,000.00	\$40,865.12
100.000.360.000.490	Other Expense & Indirect	\$22,000.00	\$10,000.00	(\$12,000.00)	\$9,690.00
Function: Instructional Related Technology - 360		\$1,502,686.94	\$1,518,206.28	\$15,519.34	\$1,196,113.48
100.000.400.000.310	Certificated Salaries	\$636,294.71	\$621,255.94	(\$15,038.77)	\$463,171.57
100.000.400.000.350	On-Behalf Retirement	\$102,228.88	\$79,000.35	(\$23,228.53)	\$65,789.09
100.000.400.000.360	Fringe Benefits	\$251,734.81	\$253,788.49	\$2,053.68	\$209,166.00
100.000.400.000.380	Housing Allowance/Subsidy	\$46,000.00	\$26,000.00	(\$20,000.00)	\$0.00
100.000.400.000.390	Transportation Allowance	\$6,620.00	\$11,848.60	\$5,228.60	\$5,678.60
100.000.400.000.410	Professional/Technical Services	\$3,600.00	\$500.00	(\$3,100.00)	\$250.00
100.000.400.000.420	Staff Travel	\$40,000.00	\$40,000.00	\$0.00	\$33,974.09
100.000.400.000.450	Supplies, Materials + Media	\$250.00	\$0.00	(\$250.00)	\$0.00
100.000.400.000.490	Other Expense & Indirect	\$4,050.00	\$2,500.00	(\$1,550.00)	\$2,500.00
Function: School Administration - 400		\$1,090,778.40	\$1,034,893.38	(\$55,885.02)	\$780,529.35
100.000.450.000.320	Non Certificated Salary	\$39,084.41	\$49,981.85	\$10,897.44	\$42,143.41
100.000.450.000.350	On-Behalf Retirement	\$2,205.71	\$2,022.75	(\$182.96)	\$1,580.22

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Lake and Peninsula School District

100 Function Object

Fiscal Year: 2024-2025

Print accounts with zero balance Round to whole dollars Account on new page

Exclude inactive accounts with zero balance

From Date: 5/1/2025

To Date: 5/31/2025

Definition: FY25 YTD to FY25 Projected and Revised
Adopted Budet
to Revised
Budget

Account	Description	FY25 Initial	FY25 Revised	to Revised Budget	FY25 YTD
100.000.450.000.360	Fringe Benefits	\$68,966.01	\$55,315.61	(\$13,650.40)	\$48,818.06
100.000.450.000.430	Utilites	\$500.00	\$1,500.00	\$1,000.00	\$1,381.52
100.000.450.000.450	Supplies, Materials + Media	\$500.00	\$0.00	(\$500.00)	\$0.00
Function: School Admin Support Serv - 450		\$111,256.13	\$108,820.21	(\$2,435.92)	\$93,923.21
100.000.510.000.310	Certificated Salaries	\$178,850.01	\$171,023.76	(\$7,826.25)	\$155,747.18
100.000.510.000.320	Non Certificated Salary	\$18,000.00	\$19,000.00	\$1,000.00	\$15,750.00
100.000.510.000.350	On-Behalf Retirement	\$28,669.65	\$27,415.11	(\$1,254.54)	\$21,920.42
100.000.510.000.360	Fringe Benefits	\$238,114.33	\$297,824.12	\$59,709.79	\$293,950.61
100.000.510.000.410	Professional/Technical Services	\$18,500.00	\$32,200.00	\$13,700.00	\$24,369.69
100.000.510.000.420	Staff Travel	\$50,000.00	\$40,000.00	(\$10,000.00)	\$32,880.55
100.000.510.000.430	Utilites	\$2,900.00	\$2,900.00	\$0.00	\$862.65
100.000.510.000.450	Supplies, Materials + Media	\$12,500.00	\$7,500.00	(\$5,000.00)	\$5,425.34
100.000.510.000.490	Other Expense & Indirect	\$14,000.00	\$23,000.00	\$9,000.00	\$22,629.30
Function: District Admin - 510		\$561,533.99	\$620,862.99	\$59,329.00	\$573,535.74
100.000.550.000.320	Non Certificated Salary	\$410,002.38	\$436,685.76	\$26,683.38	\$379,603.25
100.000.550.000.350	On-Behalf Retirement	\$18,803.12	\$14,580.30	(\$4,222.82)	\$13,714.96
100.000.550.000.360	Fringe Benefits	\$298,082.11	\$315,548.92	\$17,466.81	\$275,998.64
100.000.550.000.410	Professional/Technical Services	\$40,000.00	\$48,000.00	\$8,000.00	\$47,187.13
100.000.550.000.420	Staff Travel	\$2,500.00	\$2,000.00	(\$500.00)	\$1,712.92

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Lake and Peninsula School District

100 Function Object

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Print accounts with zero balance Round to whole dollars Account on new page

Exclude inactive accounts with zero balance

From Date: 5/1/2025

To Date: 5/31/2025

Definition: FY25 YTD to FY25 Projected and Revised
Adopted Budget
to Revised
Budget

Account	Description	FY25 Initial	FY25 Revised	Adopted Budget to Revised Budget	FY25 YTD
100.000.550.000.430	Utilites	\$500.00	\$500.00	\$0.00	\$311.05
100.000.550.000.440	Other Purchased Services	\$82,000.00	\$86,000.00	\$4,000.00	\$85,892.00
100.000.550.000.450	Supplies, Materials + Media	\$2,500.00	\$1,500.00	(\$1,000.00)	\$1,073.95
100.000.550.000.490	Other Expense & Indirect	(\$95,000.00)	(\$85,500.00)	\$9,500.00	(\$47,109.15)
Function: Dist Admin Support Services - 550		\$759,387.61	\$819,314.98	\$59,927.37	\$758,384.75
100.000.600.000.320	Non Certificated Salary	\$603,630.10	\$716,214.38	\$112,584.28	\$651,150.82
100.000.600.000.350	On-Behalf Retirement	\$20,878.91	\$18,368.85	(\$2,510.06)	\$17,223.21
100.000.600.000.360	Fringe Benefits	\$411,747.42	\$464,990.40	\$53,242.98	\$424,350.78
100.000.600.000.390	Transportation Allowance	\$3,500.00	\$4,000.00	\$500.00	\$3,753.18
100.000.600.000.410	Professional/Technical Services	\$50,000.00	\$63,000.00	\$13,000.00	\$61,681.36
100.000.600.000.420	Staff Travel	\$90,000.00	\$90,000.00	\$0.00	\$81,349.69
100.000.600.000.430	Utilites	\$1,006,054.10	\$1,136,822.48	\$130,768.38	\$866,223.22
100.000.600.000.440	Other Purchased Services	\$484,755.00	\$434,474.00	(\$50,281.00)	\$815,971.51
100.000.600.000.450	Supplies, Materials + Media	\$107,489.00	\$147,489.00	\$40,000.00	\$134,635.40
100.000.600.000.490	Other Expense & Indirect	\$6,200.00	\$5,000.00	(\$1,200.00)	\$4,867.31
Function: Operations and Maintenance - 600		\$2,784,254.53	\$3,080,359.11	\$296,104.58	\$3,061,206.48
100.000.700.000.310	Certificated Salaries	\$68,846.20	\$73,796.15	\$4,949.95	\$65,983.35
100.000.700.000.320	Non Certificated Salary	\$32,071.13	\$40,890.00	\$8,818.87	\$39,509.02
100.000.700.000.350	On-Behalf Retirement	\$5,063.40	\$8,649.08	\$3,585.68	\$9,737.77

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Lake and Peninsula School District

100 Function Object

Fiscal Year: 2024-2025

Print accounts with zero balance Round to whole dollars Account on new page

Exclude inactive accounts with zero balance

From Date: 5/1/2025

To Date: 5/31/2025

Definition: FY25 YTD to FY25 Projected and Revised
Adopted Budet
to Revised
Budget

Account	Description	FY25 Initial	FY25 Revised	Adopted Budet to Revised Budget	FY25 YTD
100.000.700.000.360	Fringe Benefits	\$25,700.75	\$34,169.37	\$8,468.62	\$32,046.19
100.000.700.000.410	Professional/Technical Services	\$2,500.00	\$500.00	(\$2,000.00)	\$308.00
100.000.700.000.420	Staff Travel	\$210,000.00	\$303,000.00	\$93,000.00	\$285,476.56
100.000.700.000.440	Other Purchased Services	\$0.00	\$3,700.00	\$3,700.00	\$3,700.81
100.000.700.000.450	Supplies, Materials + Media	\$4,000.00	\$1,500.00	(\$2,500.00)	(\$1,330.12)
100.000.700.000.490	Other Expense & Indirect	\$3,100.00	\$3,095.00	(\$5.00)	\$3,095.00
Function: Student Activities - 700		\$351,281.48	\$469,299.60	\$118,018.12	\$438,526.58
100.000.760.000.350	On-Behalf Retirement	\$0.00	\$0.00	\$0.00	\$632.53
Function: Pupil Transportation To/From School - 760		\$0.00	\$0.00	\$0.00	\$632.53
100.000.790.000.350	On-Behalf Retirement	\$0.00	\$0.00	\$0.00	\$5,806.00
Function: Food Services - 790		\$0.00	\$0.00	\$0.00	\$5,806.00
100.000.850.000.530	Undesignated	\$0.00	\$70,080.00	\$70,080.00	\$0.00
Function: Debt Service - 850		\$0.00	\$70,080.00	\$70,080.00	\$0.00
100.000.900.000.550	Transfers (In/Out)	\$0.00	\$7,500.00	\$7,500.00	\$7,500.00
Function: Transfers (In)/Out - 900		\$0.00	\$7,500.00	\$7,500.00	\$7,500.00
Grand Total:		\$14,579,267.88	\$15,106,956.26	\$527,688.38	\$12,496,129.82

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End of Report

LAKE AND PENINSULA SCHOOL DISTRICT
RESOLUTION 25-04

A RESOLUTION AUTHORIZING THE WITHDRAWAL OF \$654,000 FROM THE SCHOOL ENDOWMENT FUND
FOR THE BENEFIT OF THE STUDENTS OF LAKE AND PENINSULA SCHOOL DISTRICT

WHEREAS, The Lake and Peninsula Borough created a school endowment fund on December 17, 1991, and

WHEREAS, the school endowment fund is to support or enhance the education of students in the Borough's public schools by funding educational programs and projects administered in those schools by the Lake and Peninsula Borough School District and

WHEREAS formulary revenue for operations and the National School Lunch Program, is not keeping pace with inflation and increased overall costs. LPSD has a revenue shortfall to operate schools;

WHEREAS the LPSD school board recognizes and understands that LPSD is the largest employer in the borough and cutting jobs adversely affects communities and the borough. The LPSD school board wishes to minimize the impact of reduction in employment on the region;

WHEREAS the LPSD school board provided a transitional year for communities to acquire funding for school lunch programs. Funding for lunch program operating expenses was provide through December of 2024 and staff salaries and benefits provided through June 30, 2025, \$264,000;

WHEREAS the LPSD school board recognizes the increased costs of basic operations and the importance of educational and extracurricular opportunities for the students of the borough, \$315,000;

WHEREAS the community of Port Alsworth does not have a community landfill or refuse disposal, an incinerator is needed to for school waste cost estimate \$75,000;

WHEREAS, Lake and Peninsula Borough Code 6.71.040 (B) 2. Allows the School Endowment funds to be used as authorized by a concurrent resolution passed by the Lake and Peninsula Borough Assembly and the Lake and Peninsula School Board; and

NOW, THEREFORE BE IT RESOLVED that the Lake and Peninsula School Board, by this resolution, resolves to authorize the withdrawal of \$654,000 from the School Endowment Fund to allow for program support due to inflationary increases in costs for utilities, student activities and school lunch program to the benefit of the students of Lake and Peninsula Borough.

The total funds to be withdrawn will be \$654,000 from the School Endowment fund.

PASSED AND APPROVED by a duly constituted quorum of the Lake and Peninsula School Board on the 8th day of May 2025.

IT WITNESS THERETO:

ATTEST:

Board President

Laura Hylton, Finance Director



THE LAKE AND PENINSULA SCHOOL DISTRICT

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Palmer, AK 99645
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The following is a summary of the grant funding sources that support the operations of the District. The Lake and Peninsula School District plans to make application for grant funds for FY25 as outlined below.

Federal Grants Passed Through State of Alaska

Title I Consolidated Grant (ESEA, Elementary and Secondary Education Act)

Amounts shown below are based on current year funding levels. This grant consolidates applications for the following grants:

<u>Grant Name</u>	<u>FY-25 Amount</u>
Title I-A Improving Basic Programs	\$ 179,933
Title I-C Education of Migratory Children	\$ 235,851
Title II-A Teacher & Principal Training & Recruitment	\$ 44,248
Title IV-A Student Support/Academic Achievement	<u>\$ 23,037</u>
	\$ 479,354

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Planned uses include:

Title I-A Basic: district planning, needs assessment and data analysis, mentorship, curriculum support and tutor coordinator; aide/tutor salaries/benefits; summer school reads act activities

Title I-C Migrant: migrant recruiter/coordinator, aide and/or tutor pay, housing and travel; migrant program school supplies; migrant recruiter travel; life jackets and winter gear for migrant students; ANSEP participation; summer school

Title II-A: assessment creation and peer review of assessments, professional development led by staff leaders, recruiting expenses

Title IV-A: The district intends, with consent, to REAP funds into Title II-A, allowing greater latitude and fewer programmatic compliance requirements.

The District will also apply for the Migrant Literacy Grant. The FY25 award was \$5,058. The award amount is subject to change.



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Title VI-B IDEA & Preschool Disabled 619

Funds are restricted to special education support services: speech pathologist, occupational therapist, psychological services, physical therapist, special education training/conferences for staff, and child find services.

Below is the funding history for these combined grant awards:

FY-23	FY-24	FY-25
\$125,331	\$126,151	\$125,043

School Lunch Programs

The District participates in the National School Lunch Program, administered for the USDA by the State of Alaska Department of Education and Early Development. The School District currently participates under the Community Eligibility Provision, allowing free breakfast and lunch at participating schools. FY25 all schools operated under USDA until December 20, four schools operated January to May. Prior year amounts of cash subsidy plus the value of donated commodities totaled:

FY-25	\$ 171,494 estimated
FY-24	\$ 310,626
FY-23	\$ 283,055

LPSD anticipates operating USDA programs at Chignik Lagoon, Chignik Lake, Levelock, Perryville and Nondalton in FY26.



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State of Alaska Grants

Perkins

The District will apply for Perkins Grant funding to support the Career & Tech Program. The amount awarded for FY25 was \$27,000.

Quality Schools Grant

The Quality Schools grant is based on the actual OASIS average daily membership count in October multiplied by \$16.00. Funds are used to support common core implementation, revision of standards, assessments, rubrics, and implementation of changes into classrooms. The funding history for this grant award:

FY-25	\$23,050
FY-24	\$23,970
FY-23	\$24,296

Pupil Transportation

The State of Alaska provides pupil transportation on approved school bus routes. The grant amount is subject to annual appropriation by the legislature. Funding is based on per pupil amount multiplied by the ADM. An increase is included in the State operating budget.

	<u>ADM</u>	<u>Funding Level</u>
FY25	280.80	\$119,059
FY24	298.35	\$121,497
FY23	308.00	\$130,592

Comprehensive Literacy

LPSD has received a five-year grant. The award amount in FY25 was \$66,400.

Alaska Pre-Elementary Grant – Early Learning

Three-year funding for Pre School program. These funds provide virtual PreK lessons, PD for PreK instructors and supplement existing PreK classroom supplies. Total funding in FY24 was \$52,562. Expected funding for FY25 is \$556,345.

Fresh Fruits and Vegetable Program

LPSD applied and received funding for schools that qualified based on percentage of poverty ratings for fresh fruits and vegetable snack items. Funding is for students K-8 and LPSD



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provided vegetable trays and mixed fruit for the students. LPSD will apply for this grant again for FY25.

Other:

- Farm to School Grants for schools
- Stronger Connections – mentors
- Homeless - \$1,000 homeless liaison conference
- Safety and Well Being \$2000 Counselor Conference



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Federal Grants

Impact Aid

Formerly PL874, these funds are provided by the Federal Government for pupils who reside on federal restricted property. Application is made in January for funds to be received the following year. Often, entitlement funds are not completely received until 10 years after application. There are no specific restrictions on the use of impact aid funds and therefore these funds are recorded in the general fund and used for general support of the District.

Title VII-Part A, Indian Education

This entitlement provides direct Federal funds for use to support aides, student participation at AFN and/or SNAP Meets, and the coordination of the activities. Below is the funding history for this grant award:

FY25	\$102,325
FY24	\$105,749
FY23	\$114,014
FY22	\$100,921

Rural Low-Income Schools Grant

The district will apply for the RLIS grant again for FY26, so far the communication indicates this program will be funded next year. The FY25 award amount was \$11,300.

CHILD Grant (in partnership with Bristol Bay Borough School District and Chugach School District)

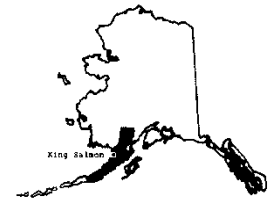
The FY25 LPSD allocation was \$57,618. This grant sunsets September 30, 2024.



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Other Restricted Funds

E-Rate Program

The District participates in the Schools & Library Division of the Universal Service Administrative Company (USAC) program that provides subsidies for internet service.

The requested funding subsidies for FY-2025 are:

	Funding Request	E-Rate Subsidy	LPSD Net Cost
Internet	\$371,884	\$334,695	\$ 37,188

Internet is requested is Starlink at 200Mbps x 24Mbps; King Salmon 200Mbps x 30Mbps and Palmer 1Gbps x 200Mbps.

Though these funds are restricted, the State of Alaska designates the district’s general fund for recording revenues and expense. Prior year totals:

FY-25	\$ 917,731
FY-24	\$2,233,259
FY-23	\$2,148,797

Broadband Assistance Grant

The State Library provided funding in FY25 was in the amount of \$12,759. This grant applies to school at 100Mbps only, no application will be made for FY26.

Mental Health Grant

Dillingham SD partnership 5 years ends December 31, 2028, \$3,222,993 total award.

TC2H

Teaching Culture, Honoring Heritage: Bristol Bay's Native Language Empowerment Collaborative (TC2H)



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Career and Technical Education-Grant Summary

Solicitation of donations for the program under the tax credit program for vocational education is ongoing. Donors to in FY25 are Lake and Peninsula Borough, BBNC tax and Youth Leadership Forum donations, Bristol Bay Economic Development Corp, Ed Rising, AK Conservation Foundation, AK Energy Education, AHEC, AASB, AlaskaWorks, DCSD & BBSD Perkins contributions and Lower Yukon School District partnership for aviation and housing

Cooperative programs partners are Bristol Bay School District, Dillingham School District and Southwest Region School District, which have requested funding on behalf of the regional consortium

Perkins - \$27,000

Federal funding passed through the State of Alaska to support the Career & Tech Program

USDA Distance and Tele-Medicine Grant #1 helps rural communities use technology to promote equity and economic opportunity in rural America

\$560,000 USDA portion

\$50,000 matching funds from Denali Commission-\$9,488 remaining/spent in FY25

\$50,000 BBEDC contribution being used as match

These funds are used to buy VR supplies for the construction, commercial fishing, welding, and heavy equipment programs. This grant sunsets December 2024.

USDA Distance and Tele-Medicine Grant #2

\$1,150,000 USDA portion

\$150,000 BBEDC contribution match

These funds further our VR equipment availability for our aviation, welding and heavy equipment programs.

USDA Distance and Tele-Medicine Grant #3

\$681,242 USDA

\$103,000 match contribution



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These funds are to purchase technology including multi-touch interactive screens, integrated camera and speaker systems, wall mounts or carts, laptops, miscellaneous cables, as well as support services such as training to use the proposed technology and technical support of the proposed technology will provide an opportunity for BBRCTE to advance live, two-way interactive distance delivered instructional programming throughout the region.

Covid Discretionary Summer Programs – Aviation

Federal Covid funds passed through the State of Alaska to support summer private pilot flight school training for 10 students; DEED awarded another \$44,000 May 2024

\$225,938.05 total
\$136,828 in FY25

Covid Discretionary Career Guide Training - \$11,000

Professional Development funds passed through the State of Alaska for CTE career guides

New Vision Art Grant- FY24-\$1,500 remaining and FY25 \$10,500

Regional Art program

BBNC Caliaq-Year 3 (FY25)-\$320,998

3 year internship and apprenticeship grant to expand career development by creating collaborative opportunities leading to a career pipeline for Alaska Native Youth

BBNC Teaching and Learning Collaborative-FY25 Budget \$287,088

3 year pass through funding focusing on Education Career Pathways. This funding includes opportunities for students to attend two Ed-Rising conferences.

BBEDC Contributions- \$150,000 calendar year 2024

These funds are to be used for student travel, student supplies, staff travel in connection with CTE programs.

Alaska Community Foundation

Welding Academy - \$46,376 Skiff Building

Grant Writing Mentorship - \$7,500



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Construction Trades and Maintenance - \$43,663

Denali Commission-Workforce Building Project - \$398,509

Supports Maritime, Aviation and Electrical Broadband training and match USDA #3

State Apprenticeship Expansion, Equity F2 – \$150,000

FY26 and FY27 apprenticeship program for aspiring educators

STEP Grant - \$400,000 FY26 pending

Federal funds to support welding and educator training

BBNCEF Pini'q, Cultural Art Courses \$8,000

BUBBLE Grant - \$67,163

Year 1 of 3-year program to expand opportunities for students to learn their Indigenous language (Alutiiq, Yup'ik, and Dena'ina) and revive traditional dance practices

Grant Applications Pending:

DOL STEPP Grant

FAA Aviation Pilot Prep

Legislative appropriation request

Rural Communities Opioid Response Program - Pathways

NYCP Grant

DEED NTO - \$29,925 CTE 21st Century Non-Traditional Occupations Grant



THE LAKE AND PENINSULA SCHOOL DISTRICT

101 Jensen Drive
King Salmon, AK 99613
907-313-3841

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



To: Tanalian LSAC

From: Lake and Peninsula School District School Board

Date: May 2025

Dear Members of the Tanalian LSAC,

On behalf of the Lake and Peninsula School Board, we sincerely thank you for your thoughtful letter dated April 2, 2025. We are grateful for your continued engagement with our board meetings and communications, and for offering clear, constructive feedback.

Your letter underscores a shared commitment to student success across our district. We appreciate your recognition of the value in employing individuals who live within our communities while also emphasizing the importance of prioritizing qualifications and budget considerations in hiring decisions. We understand and respect your suggested hiring priorities:

- 1. Qualifications**
- 2. Budget/Funding**
- 3. Local and/or ability to become local**

These priorities reflect a balanced and pragmatic approach that considers the unique needs of our students, the capacity of our communities, and the sustainability of our district. We agree that while local presence fosters strong community ties, it must be aligned with our overarching goal: delivering the highest quality education possible.

In our February response to the petition, we emphasized our intention to transition positions into communities over the next 1–3 years—where housing is available—while maintaining operational stability. Your feedback supports this direction and affirms the importance of thoughtful, deliberate progress.

To clarify: our current efforts aim to *expand* local opportunities without compromising educational excellence or the functionality of district operations. We acknowledge the need for transparent, criteria-based hiring processes that weigh multiple factors—including those you've outlined—in a fair and equitable manner.

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



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We are committed to ongoing dialogue and collaboration with LSACs. Your voice plays an essential role in shaping district policies that serve our communities effectively. Thank you again for your engagement, and we look forward to continued partnership as we move forward together.

Sincerely,
Kasie Luke
Superintendent

CC: LPSD School Board

April 2, 2025

Lake and Peninsula School Board
P.O. Box 498
King Salmon, AK 99613

To the Members of the Lake and Peninsula School District,

We, the Tanalian School LSAC, are writing to respond to the recent petition for local hires and subsequent District hiring approaches. We would like to request that the District consider including in its hiring policies two additional factors when it comes to hiring within the Borough area, Qualifications and Budget/Funding, since the students and their successful education are the most important objective of the District.

As involved members of our area and district's communities, we understand the importance of having school and district employees live locally. We see how this helps sustain our local communities and economies and helps relationships between personnel and parents and students. However, we are concerned that the current hiring practices of focusing more primarily on local hire may be limiting the pool of talented and experienced applicants the District is able to consider.

Therefore, we offer the following priorities, in order of importance to us, to consider when hiring:

1. Qualifications
2. Budget/Funding
3. Local and/or the ability to become Local/move into a village

We hope these priorities will be a way to both focus on qualifications for the best educational experience for all our students throughout the District while still considering the value of local living.

Thank you for your time and consideration. We are confident that by working together, we can ensure that our schools have the best possible teachers and staff to support the success of all our students.

Sincerely,

Tanalian LSAC
Heidi Wilder - President
Leo Fowler - Vice President
Elisha Wegner - Secretary
Darcy Lorentzen
Eric Davidson
Jen Opland