

THE LAKE AND PENINSULA SCHOOL DISTRICT
Regular Meeting AGENDA
June 19, 2025, 10:00 AM

Agenda

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June 19, 2025
School Board Meeting

PAYROLL

CHECK REGISTERS

5/2/2025 – 6/20/2025

42018 – 42027

GENERAL

CHECK REGISTERS

5/2/2025 – 6/12/2025

102957 – 103047

PAYROLL & GENERAL

Direct Deposits & Vendor Payments

5/1/2025 – 6/12/2025

Includes Summer Certified Payroll Dates
Payroll Vouchers are through 6/24/25

Vouchers 1348 – 1433

LSAC Minutes Tanalian School
Wednesday, April 2, 2025
6:30 PM

- I. Call to Order – at 6:35
- II. Roll Call – Heidi Wilder, Elisha Wegner, Jen Opland, Leo Fowler, Eric Davidson, Nate Felter, Brandey Voran, Nicole Metzgar, Matthew Grossmann, Rachel Grossmann, Sarah Wardell, Patti Brock, Cam Metzgar, Darcy Lorentzen, Nate Davis
- III. Adoption of Agenda – motion to set agenda as written by Leo Fowler with the exclusion of student presentation since student is absent, Elisha seconds, no discussion, all in favor, motion carries.
- IV. Student Presentations (0-3 slots per meeting):
 - a. ~~Mikiah Lorentzen~~
 - b.
 - c.
- V. Approval of Minutes:
 - a. March 2025 Meeting: Eric motion to approve, Jen seconds, no discussion, all in favor, motion carries.
- VI. Communications
 - a. Principal's Report- Nate – MAPS testing is next week with makeups next Friday. All high schoolers and some middle schoolers head to Newhalen for SNAP meet week of the 14th. Graduation will be April 27th at 3 pm. On the last week of school the 8th and 9th will be early dismissal at 2 pm. School officially closed Friday at 2 pm, principals go for one more week. Staffing changes: Janine Denny resigned after 6 years of service. Nicole leaving the classroom, will be principal at Port Heiden remotely from PTA, still curriculum director. Will be looking at how to spread her teaching hours throughout the current teachers. There is an online English teacher named Marley that is an option. Nate picked up the distance principal position as well. Current AK budget projection – about \$1 million in the hole if we do not get the \$650K increase from the state BSA. If we do get the \$650K increase we will still be in the hole about \$400K.
 - b. Teachers' Report
 - i. Nate Felter – has been teaching full days the past few weeks and will continue until the end of April when he starts passing back to Brandey as the end of year approaches. Wrapped up units in writing, finished books in novel study, and a unit in science. Students are learning the song “My Own Superhero” for graduation. A lot of review happening to get ready for MAPS testing.
 - ii. Matthew Grossmann – working to keep kids motivated to finish strong. Trying to do a science fair with junior high and some high schoolers. Talked about all sides of global warming and ice caps.
 - iii. Sarah Wardell – working with student teacher and students to fill in gaps, and work on remedial skills with some students and catching up others. Testing 3 students now. Staying busy with paperwork as well.

- iv. Patti Brock – finishing up a lot of standards. Working on end levels. Some have finished and some haven't, but are still working. Also working on the song for graduation. K-2 does not test next week but will test for MAPS and Amplified week of April 21st. Amplified is one on one testing so takes time.
- v. Brandey – algebra 2 is going well. Will complete the curriculum before SNAP Meet. Will work to finish the end level when students return.
- vi. Nicole – not teaching next year after 21 years. Will be a big change. A lot of education AI apps, students experimenting with writing apps. Looking at how to use new tools and see if they are beneficial or helpful. Doesn't write the paper, but works as an assistant. Students were engaged in writing for 2 hours. The app was created to create writers not write for them. Some students loved it, some hated it.
- vii. Cam – working towards testing – open response questions and constructing written response answers. Kids are evaluating each other. It's been a good exercise.
- c. Correspondence- Nate – News talking about potential Mt. Spur volcano, district has come out with a plan on what to do if there is an ash issue. Request from grant people for Indian Ed, inviting people to be involved. SNAP Meet speakers - organizers realized there is a subject that could be concerning to some parents about healthy relationships and an email was sent out to HS parents to be transparent.
- d. Maintenance Report – Nate – all seems good.
- e. Technology Report – need to try computers for testing prior to testing because of possible issues with daylight savings. Working to get printer issues fixed still.
- f. Student Government Report - Mrs. Brock – had officer elections and now have new officers, President - Mikiah Lorentzen, VP - Jordan Alsworth, Secretary – Eric McGee, Treasurers – Hazel Metzgar and Malachi Grossmann. There will be another meeting with both sets of officers to learn how to conduct meetings. Working on a movie night April 11, 2025. Planning sports award banquet towards the end of school year. Planning to serve pizza at the sports banquet. Date unknown.
- g. Student Representative Report - none
- h. Financial Report- Nate – LSAC – \$1385.15, \$600 missing from last meeting came from the wrong account and has been corrected. Booster – not fully reconciled. Spent about 30K and made about \$30K. Best guess is the balance is \$8-10K because that is what we started with at the beginning of the year.
- i. Public Comments - none

VII. Old Business

- a. Food Program: Attached Lunch Bank Guidelines were shared by Nate through email, for transparency. Working to get software system to charge only half for lunches when subsistence food, like wild game, is served. Working to get numbers reconciled to show a year-end report which will help get an idea of how we will move forward. We no longer hand out food from the kitchen unless it will go bad before it can be used in an upcoming meal. Still working through how it all works out.
- b. Prayer Added to agenda: Nate has been talking to Kasie who has talked to legal. They responded. See email from Nate. 4 questions asked by legal and Kasie made them known to PTA via email. LSAC needs to respond to these questions. 1st question – Kinds of prayer – sectarian prayer or not sectarian. 2nd question answer: members of the community or LSAC members. 3rd question answer – after call to order, before adoption of agenda. 4th question answer – yes, will send a sample/template. Heidi will work on response and will send it to LSAC to add/review to send back to the district. Also, once email is formulated, Leo will send it to First Liberty contact.
 - i. Motion was made to add prayer to agenda by Leo, Eric seconded, discussion ensued, motion carried with a 4-2 vote: Leo, Eric, Heidi and Jen approved, Elisha and Darcy voted no in desire to move through process and steps with the District first and both agree that prayer before meeting starts is a possible good solution. Motion carries. Will add to agenda for next month with a majority vote.
- c. Petition to move all staffing to Borough Villages: created letter to the district from LSAC. All in agreement to send a letter after minor edits.
- d. Basketball Co-op for both teams for 2025/26 Year: boys do not want to co-op but girls do. Boys have said they would consider if it would help the girls, but prefer not to. Discussed pros and cons to co-op and no co-op. LSAC is in favor of moving forward on co-op.
- e. Funds for middle school to SNAP: student government giving \$500, parents paying \$100 each. LSAC will leave as is.
- f. 2025-26 Year School Calendar-discussed and moved vacation days and flexible in-service days. Motion to approve by Elisha and seconded by Jen, all approve, motion carries.

VIII. New Business

- a. none

IX. Next Meeting: May 7th, 2025 at 6:30 pm

- X. Adjournment: Elisha motion to adjourn, Eric seconded, all approve, motion carries, meeting adjourned at 8:45 pm.

LSAC Minutes Tanalian School
Wednesday, April 9th, 2025
3:45 PM
SPECIAL MEETING

- I. Call to Order: Called to order at 3:35pm
- II. Roll Call: Cam Metzgar, Nate Davis, Eric Davidson, Brandey Voran, Sarah Wardell, Darcy Lorentzen, Heidi Wilder, Matthew Grossmann.
- III. Revisiting of 2025-26 Year School Calendar:
 - a. Visit LSAC Declaration: declaration of priorities and three option focus for streamlining the yearly calendar discussion, and decision making was presented and discussed.
 - b. Poll Certified Staff: Certified staff were given a chance to express their individual preferences for the calendar and a majority opinion was taken into high consideration.
 - c. Darcy made a motion to rescind the previously stated motion about accepting the 2025-26 calendar as discussed. Eric Second, all approved, motion carried. Then Eric made a motion to accept the calendar as currently discussed with 3/24 being moved to 3/18 and 2/9 being moved to 2/2, Darcy second, small discussion ensued, all in favor, motion carried.
- IV. Adjournment: Eric motion to adjourn, Darcy seconded, all approve, motion carries, meeting adjourned at 4:10 pm.

LPSD Website Submission to LPSD School Board 5/8/25

Commentor's Name

Evelynn Trefon

Commentor's Village

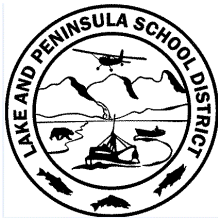
Newhalen

Comment:

Quyana for all your hard work this year. Here are my public comments that I verbalized today. I wanted to send them in writing as well. Please help our communities to acquire FISH, BREAD and MILK! Please write letters to canneries for donations of Bristol bay salmon. Please apply for a grant from Franz bread for donations to our school sites. Here is the website for Franz Bakery Foundation application: <https://franzbakery.com/HTML/foundation>. Please look into the Special Milk Program to alleviate the cost from the communities. Please look into a stand alone breakfast program for the school district. Breakfast food is typically fairly light and the reimbursement program should cover MOST of the cost for it. There is a superintendent opening with the Wrangle School District. I called to see if they require their super to live in district. The answer is yes. I encourage and fully support LPSD's superintendent being required to live with in LPSD (not BBSD). We have a lot of housing available. Living and breathing every day in a village is different than hearing about how things are. We are facing more and more hardships with threats to cuts to LIHEAP, SNAP, and more. It is going to be a difficult school next year all around and having someone living shoulder to shoulder with us in a village feels more supportive than someone that lives in Palmer. Due to budget cuts in 2016, our incoming 9th graders have been cut 200 school days since Kindergarten. They have been deprived 260 school days or almost 2 years of education. Quyana for all your hard work this year. I appreciate you all. Evelynn Trefon Parent of a 7th grader LSAC President Community Member

This message was submitted from your website contact form:

<https://www.lpsd.com/our-board.html>



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MEMORANDUM

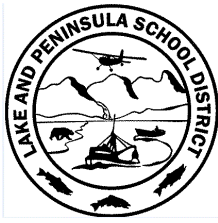
DATE: May 9, 2025
TO: Kasie Luke, Superintendent
FROM: Laura Hylton, Director of Finance
SUBJECT: Special Milk Program

In response to public comment at the May 8, 2025 LPSD board meeting facts related to the Special Milk and standalone breakfast program are as follows.

Mr. Gavin Northey, Child Nutrition Program Manager provided clarifying information related to both programs. The Community Eligibility Provision which provides free meals to all kids is not an option for FY26, schools choosing to participate in the USDA program may still qualify for CEP on a site by site basis.

Special Milk Program

- Only available if the entity does not operate School Breakfast Program (SBP) or National School Lunch Program
- SMP reimburses \$0.27 per ½ pint (8 oz. serving)
- Requires family applications to be collected for students who are not categorically eligible
- Two options:
 1. **Paid Milk** – charge all students for the actual cost of the milk (also have the option not to charge). If you don’t charge students the District picks up the difference between the federal reimbursement rate of \$0.27 per ½ pint and the average cost per ½ pint.
 2. **Paid & Free Milk – PAID** - Paid students pay the average cost of milk. District receives a federal reimbursement rate for Paid students. District has the option not to charge Paid students. **FREE** – the district receives the average cost per ½ pint for all Free student (determined via application and direct certification) and what are the reimbursement rates? Federal Reimbursement Rate for 2024-2025 is \$0.27 per ½ pint (8 oz. serving). We don’t have the 2025-2026 reimbursement rates yet but SMP rates don’t typically change much from year to year.



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- **Milk Costs as of 5/9/2025:**

Excess Cost over \$0.27 to parents or communities.

COSTCO:

low-fat milk 8 oz 18 pack - 21.99 = 1.22 per milk

reduce fat chocolate milk - 24 count (8.25oz, no 8 oz) - 21.99 = .92 per milk

powder milk - 8lbs makes 10 gallons (1280 ounces total, 160 8 oz servings) - 39.99 = .25 per 8 ounces

Powdered milk cost:

$\$0.25 + \$0.45 = \$0.70$ Less $\$0.27 = \0.43 excess cost North,

$\$0.25 + \$1.25 = \$1.50$ Less $\$0.27 = \1.23 excess cost South

AMAZON FREE SHIPPING:

Sugar free chocolate syrup - 1 pound on Amazon - 19.31

low fat milk 8 oz 18 pack - 21.71 = 1.21

low fat chocolate milk - 8 oz 18 pack = 21.77 = 1.21

powder milk - 1lb 19 cups (8 oz per cup) = 11.89 = .63 per 8 ounces

Freight to the south:

2.50 per pound

Freight to the north:

.90 per pound

School Breakfast Program

- Operating SBP independent of NSLP School does not qualify for USDA commodities and the Severe Need Breakfast (SNB) reimbursement rates. Current year SBP rate is \$3.80, the SNB is \$4.56, and without NSLP the SNB higher reimbursement rate will not apply, max of 1 year at the higher reimbursement rate.
- On July 1, 2025 new sugar requirements take effect which may disqualify the Nutrigrain bars, cereal options and milk estimates would replace the Nutrigrain bars and require milk prep.
- Cost estimates below.

AMAZON FREE SHIPPING:

.62 per nutri grain bar - have to have another grain to meet requirements

1.19 per teddy graham package - to meet grain requirement

.61 per multigrain cheerios single serve - have to have another grain to meet requirements

1.11 per honey nut cereal 2oz grain - no other grain needed

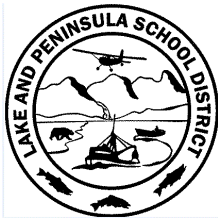
.90 rice chex single serve - have to have another grain to meet requirements

.52 cheerios cereal single serve - have to have another grain to meet requirements

.56 per 4 oz fruit cup - mandarin oranges - would have to OFFER 2 of them for the 1 cup,

OR PUT OUT FRESH FRUIT AS WELL

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



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.67 per 4 oz no sugar added variety fruit cups - would have to offer 2 of them for the 1 cup, OR PUT OUT FRESH FRUIT AS WELL

.43/1.23 per 8 oz milk serving, freight included north/south

Meal north options:

Nutri grain: $.62+1.19+.43+.67.67=\$3.58$

Cereal: $1.11+.67+.67+.43=\$2.88$

Meal south options:

Nutri grain: $.62+1.19+1.23+.67+.67=\$4.38$

Cereal: $1.11+1.23+.67+.67=\$3.68$

Conclusions

A school would need to choose to participate in the School Breakfast Program or Special Milk Program.

SMP will have added cost to parents as illustrated above. Breakfast in the south would exceed the \$3.80 School Breakfast Program reimbursement for one option.

No overhead for ordering or reporting is included in these estimates. Point of Sale software would have to be renewed to facilitate the parent billing and meal counts for sites who choose to participate or bill. FY26 renewal rates are not yet available.

Timing

Applications to DEED to operate programs were due August 30, 2024, I anticipate a due date of August 29, 2025 this year.

Vision: We grow self directed, life-long learners who are grounded in their culture and contribute to their communities.



Mission: We will nourish student growth by investing in partnerships and implementing culturally responsive, place based education.

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Date: June 18, 2025
To: Lake and Peninsula School Board
From: Kasie Luke, Superintendent
Re: Report: June 19, 2025

Dates & Happenings:

- BBRCTE Setnet Camp: Pilot Point, June 16-20, 2025
- BBRCTE Alaska Airlines Internship, Anchorage, July 14 - August 1, 2025
- 2025-2026 School Calendar:
 - ◆ 1st day for students, Welcome back! Wednesday, September 3, 2025

LPSD & ANSEP 2025!

Nickoli, Mackenzie Love	IGI
Sinyon, Olivia Ellen	IGI
Mike, Riley Gregory	KHK
Myers, Avery Alexander James	LEV
Lester, Florence Joann Harriet	NEW
Lester, Phillip Silas	NEW
Rychnovsky, Kylie	NEW
Trefon, Katherine Irene	NEW
Van Dusen, Sterling Anthony	NON
Matson-Phillips, Hailey Irene	PTH
Neketa, Brenda Lee	PTH
Kosbruk, Avery Leah Marie	PVL
Kosbruk, Sallena Janet	PVL



Another successful ANSEP session took place in May thanks to the support of Bristol Bay Foundation funding the¹⁴ travel for 13 students. Thank you to LPSD Chaperones, Mr. McArthur, Mrs. Barthelman, and Ms. Broscious.



BBRCTE Executive Director & Governing Board 2025-2026

The BBRCTE Governing Board determined a hiring committee for the new BBRCTE Executive Director and the recommendation for hire was Ms. Jenny Shryock. The Governing Board accepted the recommendation for hire and we are honored to be onboarding Ms. Shryock. Jenny has been a part of BBRCTE since she was a student at Bristol Bay School in Naknek where she continues to reside and serve the community as a member of the Borough Assembly and supporting her family aviation business. There were 6 great candidates who applied for the position, four of those were BBRCTE current or former employees.

Current BBRCTE Governing Board Members:

Kay Andrews, Governing Board Chair, SWRSD Board Member/Chair

Rebecca Hamon, BBBSD Board Member

Heather Savo, DLCSD Board Member

Beth Hill, LPSD Board Member

Audra Finkenbinder, Superintendent, SWRSD

Kasie Luke, Superintendent, LPSD

Amy Brower, (outgoing) Superintendent, DLCSD (incoming interim Superintendent July 1 to be announced Monday, June 23)

Shannon Harvilla (outgoing) Superintendent, BBBSD (incoming Superintendent July 1 is Michael Robbins)

2025 Governing Board Director hiring Committee:

Kay Andrews, Governing Board Chair

Rebecca Hamon

Heather Savo

Audra Finkenbinder

Kasie Luke

Alaska Legislative Session Update: Education Funding

Since our last meeting in May, the Governor vetoed \$51M in K-12 education funding for the State, which meant that of the \$700 BSA increase put forth by the legislature in HB57, \$200 of the \$700 was cut. This leaves Alaska Public Schools with a \$500 BSA increase, which is \$180 less than what we received in one time funding last year (FY25 budget included \$680 one time funding).

In April 2025, LPSD School Board adopted an anticipated budget for the 2025-2026 school year with an anticipated State increase of \$680 (matching at least what we received in one time funding during the 2024-2025 school year). This budget adoption left us with a deficit of \$439,781.00. With additional cuts to the State's contribution for the year ahead, LPSD is anticipating a deficit of \$632,971.00.

The Legislature would need 45 votes to override the funding reduction, and whether they can accomplish this veto is unclear. The vote is not likely to happen until January 2026 when the legislature reconvenes.

Governor Dunleavy's vetoes also included \$25M for school major maintenance projects, which reduces the number of funded projects from 9 to the top 3. LPSD was number 9 on this list and will no longer be considered for State funding.

(continued...)

(continued) Alaska Legislative Session Update: Education Funding

July 1, 2025 the following go into action with HB57 which has been outline for LPSD by the District's Law Office: Sedor, Wendlandt, Evans & Filippi.

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- \$500 increase to the BSA (predictable funding increase, not one time funding)
- Per pupil rates for transportation (AS 14.09.010(a): 10% increase
- CTE instruction factor shifting with incremental increase to ADM (AS 14.17.420(a)
- Reading proficiency incentive grant program (AS 14.30.773)
- Requirement to adopt policy setting target average class sizes by grade and to include K-12 annual class size reporting to DEED (AS 14.03.065, 14.03.120(g)
- Requirement to adopt a cell phone policy (AS 14.33.300)
- Requirement to allow a charter school application to be submitted at any time during a school year for the following school year and will require local school boards to announce the deadline for submitting an application for establishment of a charter school for the following school year (AS 14.03.250(a). Even school districts that do not currently have any charter schools need to review their charter school application procedures to ensure compliance with the new law.

LPSD Food Service Update *same information as May 2025 except what is *added in italics**

USDA/National School Lunch Program: Nondalton, Perryville, Chignik Lake and Levelock anticipate continue participating in the National School Lunch Program (NSLP) utilizing USDA foods for the 2025-2026 school year based on their feedback and current 18 available funds submitted to their individual accounts in January 2025. After assessing the remaining balance of funds in each of these accounts, these communities can anticipate having enough funds through at least the 2025-2026 school and for some, beyond. LPSD will maintain communication with these communities regarding their food service balance at the start of the year, on a quarterly basis or as needed.

Chignik Lagoon is evaluating if they can financially support the NSLP/USDA for the 2025-2026 school year. *LPSD is including them in the NSLP anticipated participants list so they do not miss out on the opportunity, the deadline is June 30. However if they decide not to participate in the NSLP we will take them off of the list.*

Community Supported Food Service: Kokhanok, Port Heiden, Igiugig, Newhalen/Iliamna, and Port Alsworth will continue to provide food for students through combined efforts within their community(ies).

The attached letter was sent to the tribal/community contacts list I have on Friday, May 9, 2025 indicating a clear understanding of maintaining cooks for sites that are funding the NSLP/USDA program or providing food through collaborative effort in their community through a withdrawal from the endowment fund for the 2025-2026 school year.



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May 9, 2025

Dear Community Members, Tribes, Cities, and Supportive Entities,

I am writing about the continued food service program shifts within the Lake and Peninsula School District (LPSD). Continuing for the 2025-2026 school year, the district, through the use of the Lake and Peninsula Borough Endowment monies, will continue to provide the cook position for each school where the community is choosing to fund and feed students or who are financing their National School Lunch/USDA Program participation. The potential, projected withdrawal from the Borough's endowment in May 2026 to cover cooks for the 2025-2026 school year is estimated at \$330,000.00.

LPSD continues to be open to your creative processes and working through the implementation together. Your partnership is not just important; it's vital in helping to maintain a food service program. We sincerely appreciate your willingness to navigate these necessary changes with us and your ability to problem-solve alongside the district. We thank you for your ongoing support of our students.

LPSD has faced financial challenges for several years, especially in running our food service program. Despite our efforts, we have yet to receive increased funding from the Alaska Department of Education, while food service costs (and all operations costs) have risen.

We believe in the power of partnerships and collaboration. By working together, we can continue nourishing our students and fulfilling our mission of creating culturally responsive, place-based educational experiences. If you have any questions or suggestions, please don't hesitate to contact us.

We are deeply grateful for your understanding, cooperation, and all you do to partner with us in supporting our students. Your support is invaluable, and we look forward to continuing our work together.

Sincerely,

Kasie Luke
Superintendent
Lake and Peninsula School District

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

Date: June 16, 2025
 To: LPSD School Board
 From: Laura Hylton, Finance Director
 RE: June Board Report

Budget

With the Governor’s veto of \$200 of the BSA increase, it is a \$180 reduction from the FY25 funding and is a 27% cut to the modest BSA increase approved by the legislature. HB57 included several items in addition to the \$700 BSA increase, CTE factor increases from 1.015 to 1.023 a small increment which changes the Adjusted Average Daily Membership from 1,470.83 to 1,481.88. The budget the board adopted was based on \$680 one-time funding, the veto reduces foundation by \$180 to \$500 resulting in a **\$193,189** additional shortfall. Updated revenue estimates below:

LAKE AND PENINSULA SCHOOL DISTRICT				
BUDGET INFORMATION				
FY26 Revenue Estimates 6.16.25				
			CTE 1.015 to 1.023	
Adjusted ADM	1,440.62	1,470.83	1,481.88	1,481.88
DESCRIPTION	Revised FY25 SB140 Budget add \$680 BSA \$6,640	FY26 Adopted Statute BSA + \$680,\$6,640	FY26 HB57 new Statute BSA + \$700,\$6,660	FY26 VETO minus (\$200) = \$500, \$6,460
Borough Appropriation	\$ 1,372,707	\$ 1,372,707	\$ 1,372,707	\$ 1,372,707
Borough Added Contribution	\$ 315,000	\$ -	\$ -	\$ -
Interest	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000
Other Local - CTE	\$ 892,407	\$ 699,500	\$ 699,500	\$ 699,500
Foundation	\$ 7,910,619	\$ 8,157,787	\$ 9,261,138	\$ 8,964,762
State - one-time foundation increase	\$ 979,622	\$ 1,000,164	\$ -	\$ -
TRS On-Behalf	\$ 582,032	\$ 729,526	\$ 729,526	\$ 729,526
PERS On-Behalf	\$ 82,058	\$ 143,349	\$ 143,349	\$ 143,349
Other State - Raffle	\$ 2,637	\$ 2,882	\$ 2,882	\$ 2,882
Federal ERATE	\$ 917,731	\$ 331,995	\$ 331,995	\$ 331,995
Federal Impact Aid	\$ 1,497,147	\$ 1,057,825	\$ 1,057,825	\$ 1,057,825
Total	\$ 14,576,960	\$ 13,520,735	\$ 13,623,922	\$ 13,327,546
Total	\$ 14,576,960	\$ 13,520,735	\$ 13,623,922	\$ 13,327,546
Budgeted Expenditures	\$ 15,106,956	\$ 13,960,516	\$ 13,960,516	\$ 13,960,517
	\$ (529,996)	\$ (439,781)	\$ (336,594)	\$ (632,971)
Beginning Fund Balance	\$ 531,613	\$ -	\$ -	\$ -
Ending Fund Balance	\$ 1,617			

Grants

DEED provided an update on federal funding below and the referenced summary of the Presidents proposed FY26 budget and the FY25 continuing resolution is attached.

June 4, 2025

ESEA News & Notes this Week

Federal Fiscal Year 2026 Budget Proposal

Commissioner Bishop recently sent an email to district Superintendents regarding the [Trump Administration's federal FY2026 budget proposal](#). This is funding districts will receive July 1, 2026. This email contained important information and clarifications. Please see the [attached summary](#) from the Council of Chief State School Officers (CCSSO) summarizing the U.S. Department of Education-related provisions in the Trump Administration's proposed federal FY2026 budget proposal (corresponding to Alaska's state FY2027). The House Appropriations Subcommittee plans to mark up the education funding bill on July 21. DEED will continue to monitor and share updates as the process unfolds.

Federal Fiscal Year 2025 Update (Current Fiscal Year)

As outlined in the [attached summary](#) from the Council of Chief State School Officers (CCSSO), Congress passed a continuing resolution extending current-year (federal FY2025) funding through September 30, 2025. Preliminary allocations for several formula grants have been released. However, allocations for Title I, Part C (Migrant Education), Title II, Part A (Supporting Effective Instruction), and Title III, Part A (English Language Acquisition) are still pending. These funds are expected to be distributed to States on July 1, 2025, but the final amounts remain unknown at this time.

Insurance Renewal

LPSD's overall renewal is favorable with APRA, a 5% Broker Services Credit is provided for utilizing a broker capped at \$50,000 LPSD generated a \$23K credit reducing the cost of broker services to \$10K. The renewal is an 11.9% decrease over the prior year. Due to improved coverage for environmental and cleanup in the event of a total building loss such as fire closed schools and the King Salmon office are listed at agreed amounts rather than full replacement value. The estimated FY26 renewal was \$526,700 with the APRA renewal the actual is \$486,299.23 a \$40K savings. I am recommending joining the APRA cyber insurance coverage this year and not purchasing standalone coverage with a \$10 million pool aggregate and low lost history in both AML and APEI.

The APRA Participation Agreement is under review and will be ready for Ms. Luke's signature later today per the board's vote to approve the consolidation.



Premium Summary:

Net Premium	2024/25	2025/26	Change	2025 at 10%*
APRA Program				
Property	\$372,372.52	\$338,076.85	-9.2%	\$363,525.94
Mobile Equip	0	\$694.10	100%	\$0
Liability	\$73,944.45	\$80,389.58	8.7%	\$81,542.03
Auto	\$7,303.82	\$7,580.75	3.8%	\$8,034.20
Workers Compensation (Alaska)	\$52,103.13	\$47,271.59	-9.3%	\$57,355.49
Workers Compensation (Out-of-State)	\$2,439.00	\$1,987.00	-18.5%	\$2,768.37
Crime	\$1,188.16	\$0.00	-100.0%	\$1,306.98
Broker Services Credit		(\$23,700.64)		
Total APRA Program	\$509,351.08	\$452,299.23	-11.2%	\$514,533.01
Ancillary Coverages	2024/25	2025/26	Change	
Cyber Liability	\$14,097.13	\$10,405.88	-26.2%	
Travel Accident (3-Year)	\$8,311.30	\$0.00	-100.0%	
Broker Fee	\$32,000.00	\$34,000.00	6.7%	
TOTAL NET PREMIUM	\$563,759.51	\$496,705.11	-11.9%	

* APRA advised 2025/26 overall program rates would not be increased by more than 10%. The above column for '2025 at 10%' provides premium generated using a 10% rate increase.

Pupil Transportation

The pupil transportation contract for Newhalen School is expiring and a Request for Proposal is under way. Proposals are due on July 24, 2025 and any new contract will be presented to the board for approval as soon as practical after proposals are due.

Pupil Transportation services are funded entirely by the SOA pupil transportation block grant, a 10% increase to the funding is included in HB57.

Housing

Summer use of housing for community projects increased this year, Levelock, Perryville, and Chignik Lake all have projects and LPSD is providing housing as requested by communities.

A draft administration regulation for the use of teacher housing will be presented to the board in the fall, this will clarify short-term vs. long-term utilization, fees and use of funds.

Financial Report attached.

Impact Aid has issued the final FY25 payments at 94.64% proration for a total of \$1,491,428 in basic support, \$38,590 in Children with Disabilities and \$29,158 in construction funds. Impact Aid is level funded in the FY26 proposed federal budget.

Lake and Peninsula School District

100 Board Report
Fiscal Year: 2024-2025

From Date: 7/1/2024 To Date: 6/16/2025

Account Description	Account Number	GL Budget	YTD	Balance	Encumbrance	Budget Balance	% Budget
Instruction	100.000.100.000.000	\$4,766,824	\$4,354,058	\$ 412,765	\$ 14,760	\$ 398,006	8.35%
Lake View Home School	100.000.140.000.000	\$ 33,381	\$ 31,385	\$ 1,996	\$ 0	\$ 1,996	5.98%
CTE	100.000.160.000.000	\$ 525,807	\$ 485,094	\$ 40,713	\$ 799	\$ 39,914	7.59%
SPED direct instruction	100.000.200.000.000	\$1,081,090	\$ 969,963	\$ 111,127	\$ 1,865	\$ 109,262	10.11%
SPED special services	100.000.220.000.000	\$ 280,134	\$ 283,974	-\$ 3,841	\$ 113	-\$ 3,953	-1.41%
Student support	100.000.300.000.000	\$ 32,600	\$ 20,530	\$ 12,070	\$ 0	\$ 12,070	37.02%
Instructional Support	100.000.350.000.000	\$ 657,785	\$ 601,506	\$ 56,279	\$ 1,439	\$ 54,840	8.34%
Instructional Technology	100.000.360.000.000	\$1,518,206	\$1,387,411	\$ 130,796	\$ 92,993	\$ 37,803	2.49%
School Admin - Principals	100.000.400.000.000	\$1,034,893	\$1,006,897	\$ 27,997	\$ 5,943	\$ 22,054	2.13%
School Support - Secretaries	100.000.450.000.000	\$ 108,820	\$ 96,880	\$ 11,940	\$ 0	\$ 11,940	10.97%
District Admin - Superintendent and Board	100.000.510.000.000	\$ 620,863	\$ 620,419	\$ 444	\$ 2,644	-\$ 2,199	-0.35%
District Admin - Business Services	100.000.550.000.000	\$ 819,315	\$ 805,136	\$ 14,179	\$ 40,539	-\$ 26,360	-3.22%
Maintenance and Operations	100.000.600.000.000	\$3,080,359	\$3,363,121	-\$ 282,762	\$ 212,229	-\$ 494,991	-16.07%
Student Activities	100.000.700.000.000	\$ 469,300	\$ 482,968	-\$ 13,668	\$ 1,650	-\$ 15,318	-3.26%
Other Fund TRS & PERS OB	100.000.760.000.000	\$ 0	\$ 687	-\$ 687	\$ 25	-\$ 712	0.00%
Other Fund TRS & PERS OB	100.000.790.000.000	\$ 0	\$ 6,148	-\$ 6,148	\$ 78	-\$ 6,226	0.00%
Debt Service - leases	100.000.850.000.000	\$ 70,080	\$ 0	\$ 70,080	\$ 0	\$ 70,080	0.00%
Transfer Other	100.000.900.000.000	\$ 7,500	\$ 7,500	\$ 0	\$ 0	\$ 0	0.00%
Grand Total:		\$15,106,956	\$14,523,677.60	\$ 583,278.66	\$ 375,075.77	\$ 208,202.89	1.38%

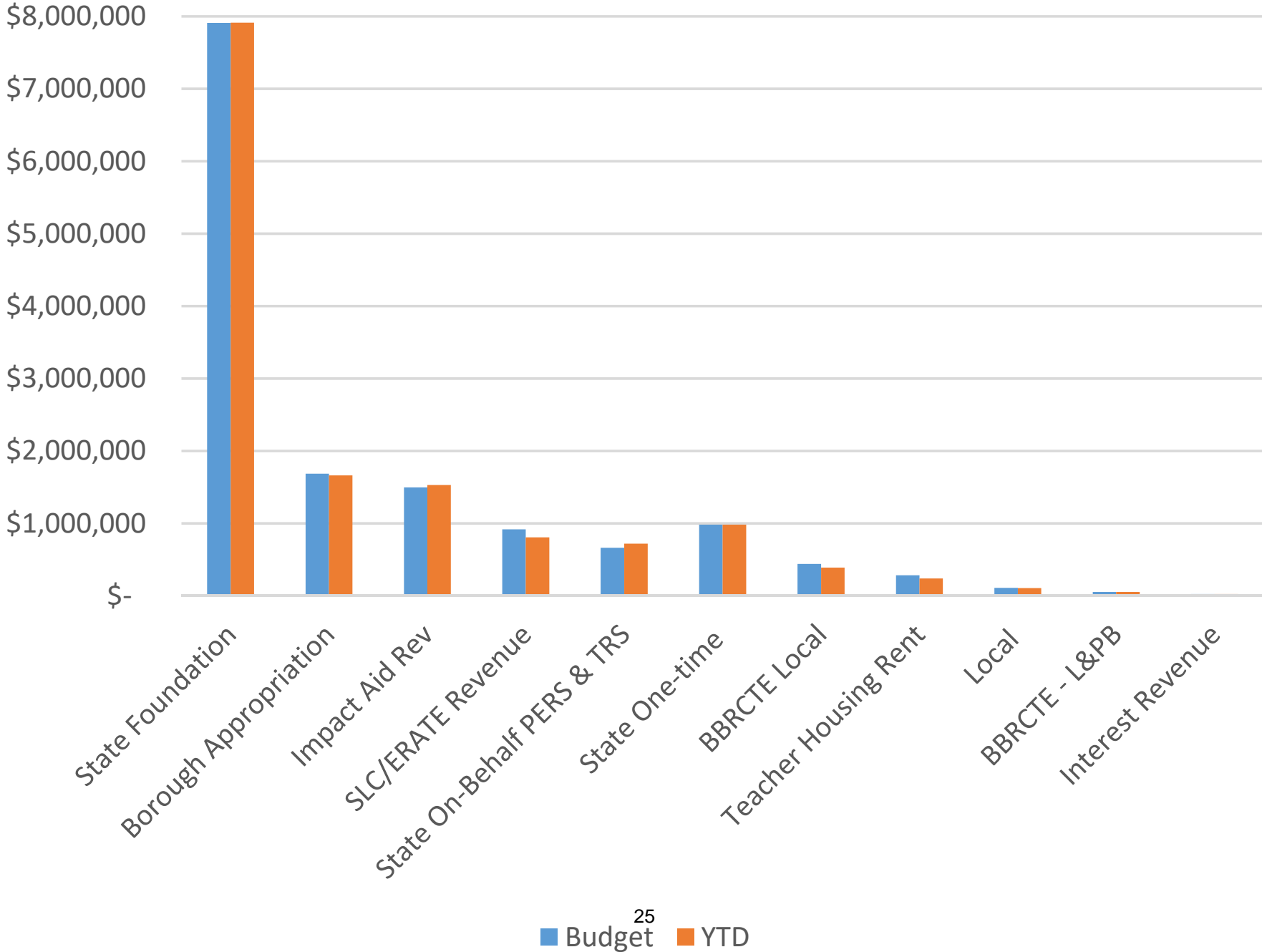
Notes:

Maintenance and Operation is always over budget this time of year until the excess cost of teacher housing is transferred to Housing Allowance benefit and rent/lease payments are transferred to debt service. Adjustments for fuel inventory are not final.

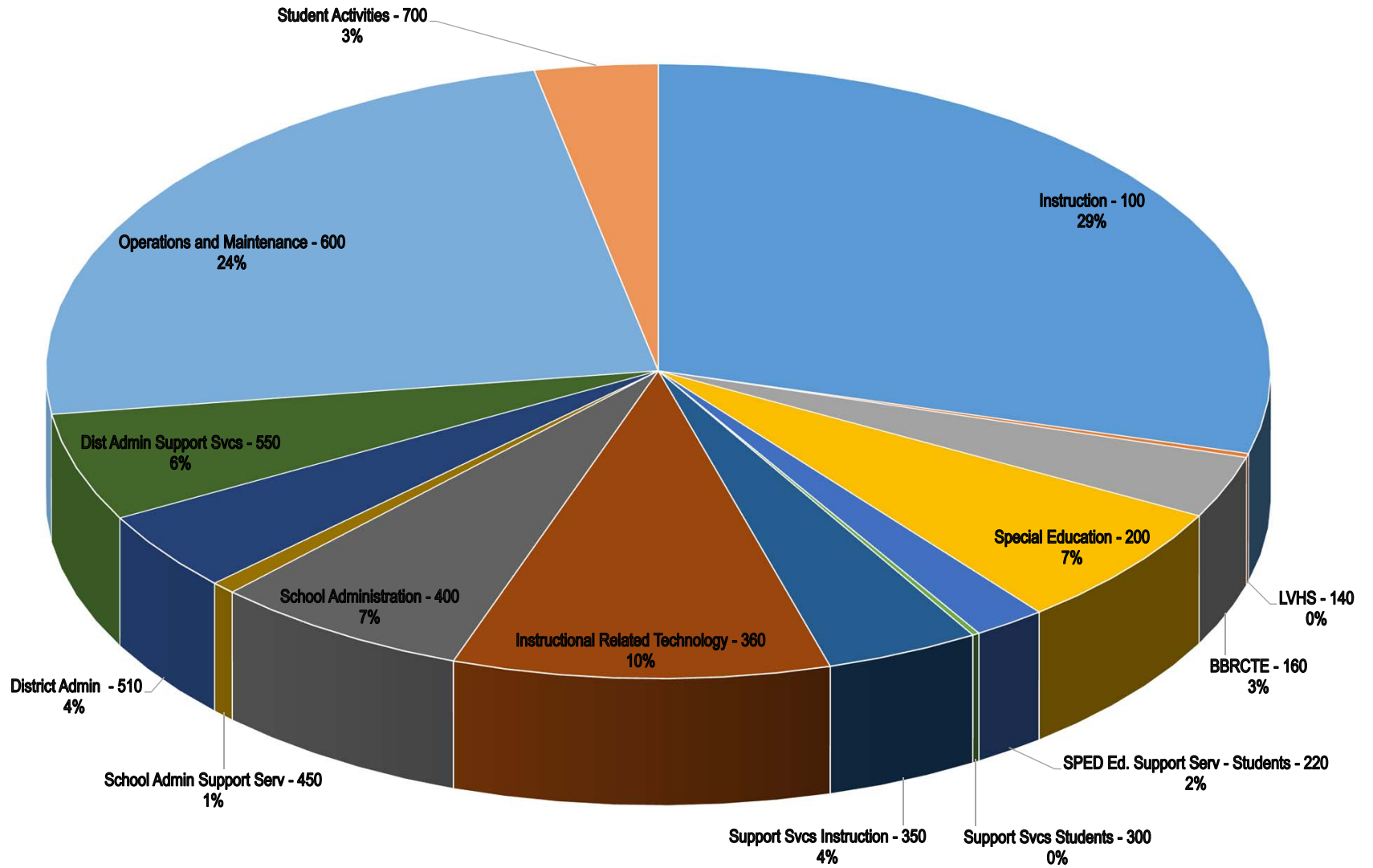
District Admin - Business Services will be reduced once final grant indirect costs are posted.

Student Activities - basketball expenses are not yet complete.

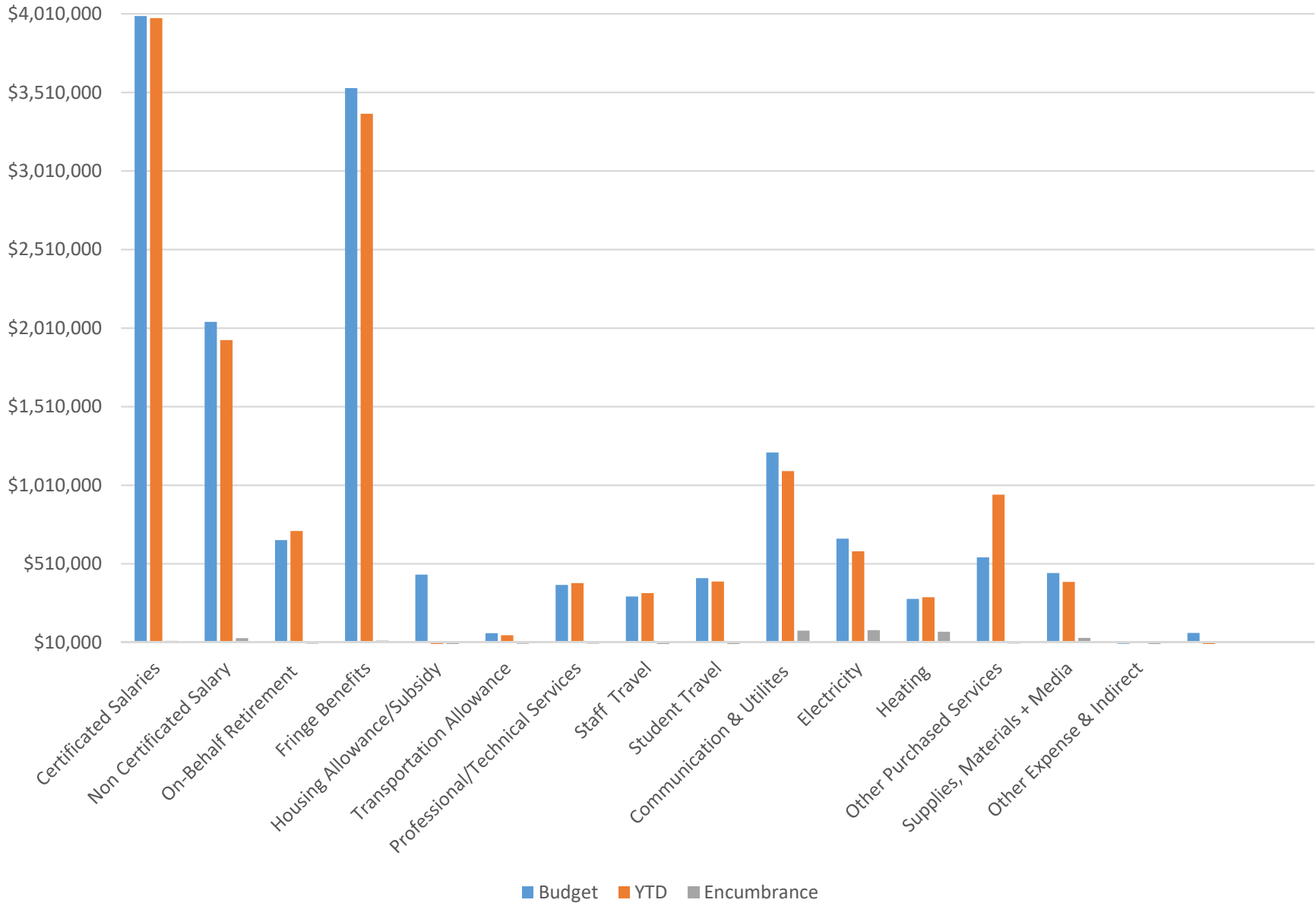
Revenue Budget and Actual



General Fund Expended and Encumbered by Department



Budgeted General Fund Expense by Type



State Summative Assessment Results Comparison LPSD / Alaska

On the next page are graphs that compare LPSD state summative assessment results compared to statewide averages since fy18.

Observations:

Scores Dropped Significantly After COVID Disruptions

- In 2019–2020, testing was canceled statewide due to the pandemic.
- By 2020–2021, both LPSD and Alaska saw noticeable declines in student proficiency, particularly in Math.

ELA Performance in LPSD Has Been Flat Since 2020–21

- ELA scores have hovered around 20% proficient for three consecutive years (FY 21–22 to FY 23–24).

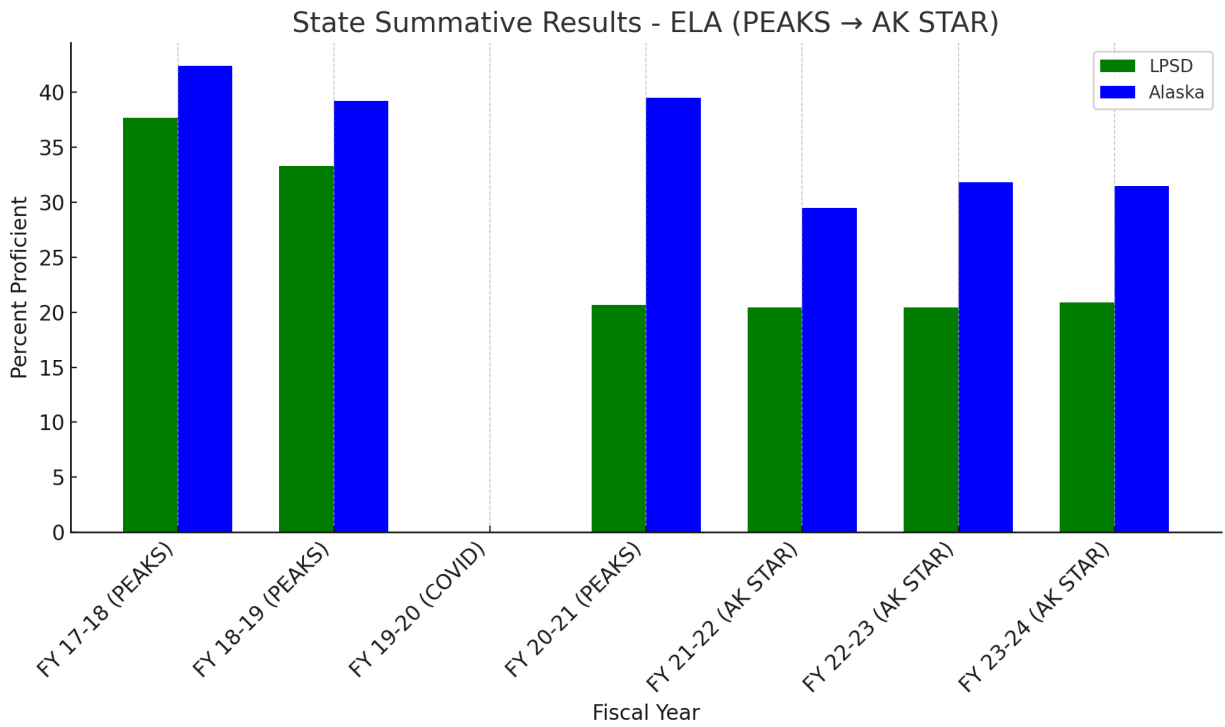
Math Scores in LPSD Have Been More Variable but Still Low

- While LPSD saw a small improvement in 2022–23, scores dropped again in 2023–24.
- This points to inconsistent progress and may reflect challenges in curriculum alignment or student support.

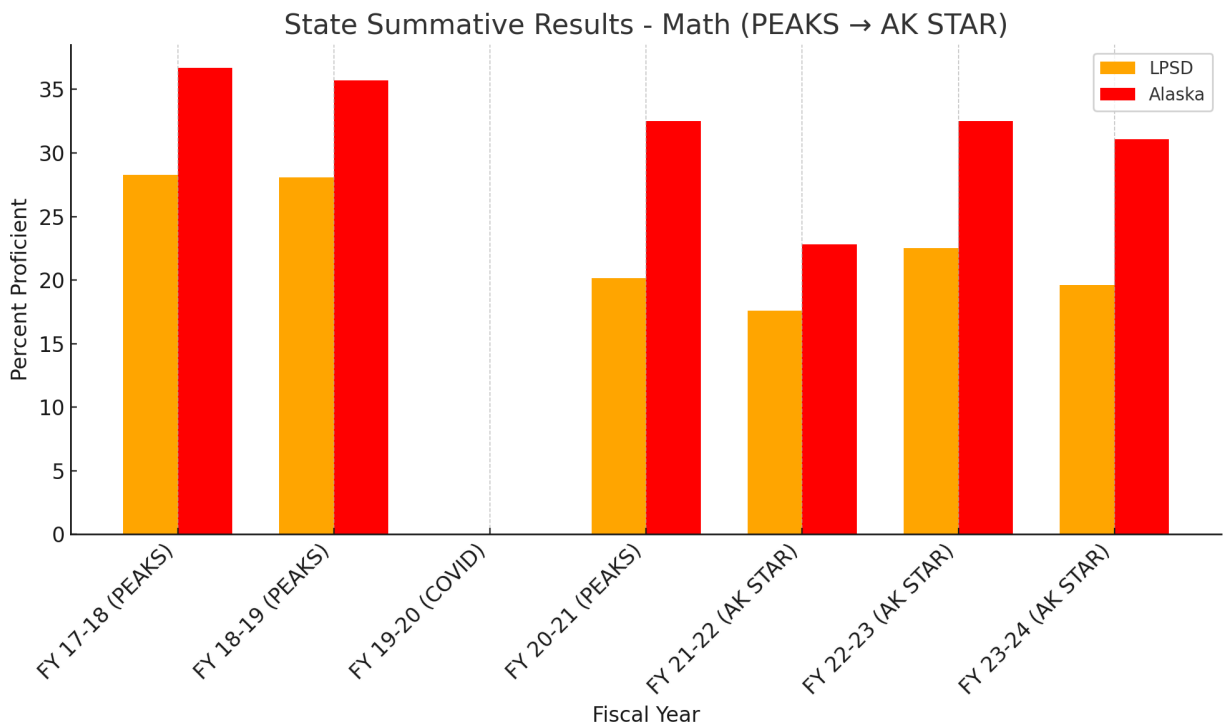
Statewide Recovery Is Stronger Than LPSD's

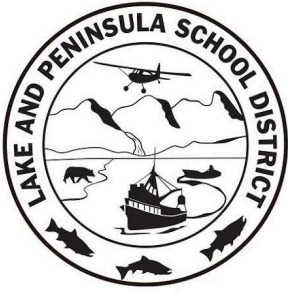
- Alaska's statewide scores (especially in Math) have shown a clear rebound post-COVID, rising steadily since FY 21–22.

English Language Arts



Mathematics





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: June 17, 2025
To: LPSD School Board Members
From: Bill Cornell- Director of Personnel
Re: June Personnel Report

FY26 School Calendars

FY26 School Calendars have been submitted to DEED, emailed to tribal partners, and will be updated on each school's website at www.lpsd.com before the beginning of the 2025-2026 school year.

Thanks again to all students, staff, LSACs, community members, and the School Board for feedback in developing our school calendars.

Certified Recruitment and Staffing

We have had some shifting in two positions within the past month. We had a staff member in Perryville need to resign due to a family emergency, and a staff member in Port Heiden resigned due to taking on a position in the Lower 48. Fortunately, we have been able to fill the Perryville position and will continue to recruit for the elementary position in Port Heiden.

The Port Heiden elementary position is posted to our website, Handshake, and Alaska Teachers and Personnel. If you hear of any interested candidates, please feel free to share my contact information with them.

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, or at (907)571-1211 if you have any questions.

CONTRACTUAL AGREEMENT

BETWEEN

THE LAKE AND PENINSULA SCHOOL DISTRICT

AND

THE LAKE AND PENINSULA ADMINISTRATORS' ASSOCIATION

JULY 1, 2025 - JUNE 30, 2028

JULY 1, 2025 - JUNE 30, 2028

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ARTICLE I DEFINITIONS

SUPERINTENDENT: Superintendent shall mean Superintendent of Schools of The Lake and Peninsula School District or his/her designee.

BOARD: Board shall mean the School Board of the Lake and Peninsula School District

ADMINISTRATOR: ADMINISTRATOR shall mean any certificated Principal, Principal-Teacher, Assistant Principal, Coordinator, Director, or Assistant Coordinator within the District. Specifically excluded from this definition are the Superintendent, Associate or Assistant Superintendent(s), Administrative Assistant(s), personnel in non-certificated positions, certificated substitute Principals who work less than twenty (20) consecutive working days, and administrators who may elect or have elected to remove themselves from the Administrators' bargaining unit.

DAY: Day shall mean calendar day, excluding holidays, except as otherwise specified by this document.

AGREEMENT: Agreement shall mean this document.

ARTICLE II RECOGNITION

For the period of this Agreement, the Board recognizes The Lake and Peninsula Administrator's Association as the exclusive bargaining agent for the District's Administrators as defined in this Agreement.

ARTICLE III TERMS OF THE AGREEMENT

A. Conformity to Law

If any provision of this Agreement is held to be contrary to law by a court of competent jurisdiction or contrary to regulation by an action of an agency of competent jurisdiction, said provision shall be null and void, but all other provisions of this Agreement shall remain in full force and effect. Within twenty (20) days of such finding of nonconformity, the parties shall meet to negotiate a replacement for the nonconforming provision only.

ARTICLE IV NEGOTIATIONS

A. Inauguration of Negotiations

1. Negotiations may be requested by either party any time after December of the school year in which this Agreement expires, except earlier by mutual agreement. Said notice shall be deemed to have been given when given in writing and delivered from the Board president to the Association president, or from the Association president to the Board president.

2. The Board and the Association agree to use the method of Interest-Based Bargaining (IBB) for their negotiations. Interest-Based Bargaining is a collaborative approach to resolving labor and management items. Through the process, parties proactively identify durable solutions to outcomes at the bargaining table. Agreements are based on mutual and individual interests rather than positions. This approach emphasizes problem solving and enables mutual gain outcomes. IBB.

3. Each party agrees to send at least two of their respective representatives for a day of IBB training prior to negotiations, but no longer than 6 months prior to beginning negotiations. Each member of each negotiating team agrees to conduct themselves in good faith according to the principles of the IBB training. The Association agrees to send at least three (3) representatives to negotiations, though by mutual agreement, more members may be allowed to participate.

4. All negotiations shall be in accordance with the agreed upon ³³ Ground Rules that emerge from the IBB training and,

except by mutual agreement, all negotiations shall be conducted in person up to the limits described in IX.d Association Leave.

C. Information

Upon written request, the parties agree to make available to the other team specific items of public information on finances and Administrator-related statistics; this information shall be provided at no cost. This provision does not require the District or the Association to research, summarize, or analyze the information provided to the other team.

D. Impasse

Impasse may be declared by either party. Impasse procedures specified in Alaska Statutes will be followed, except that the parties will use the services of the Federal Mediation and Conciliation Service for mediation and the services of the American Arbitration Association for advisory arbitration.

E. Ratification

The Board's and the Association's negotiation teams shall promptly take tentative agreement to the Board and to the members of the Association for a ratification vote. The tentative agreement shall be deemed ratified when a majority of the members and a majority of the Board have voted to accept the tentative agreement.

The absence of any decision by either party within forty-five (45) days shall be deemed as an affirmative vote by that party.

ARTICLE V NONDISCRIMINATION

The Board shall not discriminate against an administrator in any manner prohibited by state or federal law or on the basis of affiliation with the Association.

ARTICLE VI OPTIONS FOR PAYMENT

The Board shall provide each Administrator in its employ the following options for receiving his/her pay:

1. Twelve equal payments.
2. Ten equal monthly payment.

Administrators choosing the second option will be guaranteed the same coverage for health insurance. Paydays shall be on the 20th of each month. When payday falls on or during a school holiday, vacation or weekend, Administrators shall receive paychecks on the last previous workday. Administrators requesting early payment of summer paychecks shall be paid on the last Thursday in May, provided all duties have been completed and all records and required reports have been received by their immediate central office supervisor.

The Board will continue to provide the option for annuity deduction.

ARTICLE VII CONTRACT YEAR AND WORK DAY

A. Work Year

An Assistant Coordinator's contract shall consist of one hundred ninety-one (191) days, including one hundred eighty (180) days in session, six (6) work days, excluding weekends and holidays, except that four (4) of those six (6) work days may be weekends days upon written approval of the Superintendent, and five (5) holidays.

A Principal's contract shall consist of two hundred (200) days, including five (5) holidays and twenty-three (23) work days, excluding weekends and holidays, except upon approval of the Superintendent.

A Coordinator's/Director's contract shall consist of two hundred ten (210) days, including one hundred eighty (180) days in session, twenty five (25) work days, excluding weekends and holidays, and five (5) holidays.

In general, it is recognized that in LPSD a 1.0 FTE principal shall lead one school and also be the principal, director, or coordinator of one major or two moderate extra additional responsibilities which shall be assigned by the Superintendent. The responsibilities may change during the contract as long as the workload is comparable. These extra duties could include, but are not limited to: an additional school, district assessments, district activities, curriculum, CTE, homeschool, federal programs, pre-school, technology, district policies, or human resources. FTE and baseline duties assigned are determined at time of first hire or contract renewal for the upcoming school year.

Any additional major or moderate responsibilities beyond the above FTE duties agreed upon, shall be voluntary, requiring mutual agreement in writing. The Superintendent decides as to the amount of TRS compensation, based on expected effort, and announces that compensation in the posting to the Association.

B. Work Day

1. The minimum work day shall be eight (8) hours, inclusive of a thirty (30) minute duty-free lunch.

ARTICLE VIII SICK LEAVE BANK

The District will continue to cooperate in the operation of an administrative sick leave bank for all administrators including those covered by this Agreement.

A. Eligibility

The district will establish and operate a sick leave bank for administrators.

B. Member Donations

1. Each administrator will donate one day of his/her sick leave to the bank each September 1, until the bank is built up to a maximum of one hundred (100) days. No more days will be added to this maximum until the bank is depleted to ten (10) days, except for new participants who shall donate one (1) day each upon commencing their employment.

2. Additions will be made to the bank at the beginning of each school year or date of employment, according to the above limitations.

3. If the bank becomes depleted to ten (10) days during the school year, each member of the bank will donate an additional day up to a maximum of two (2) days per administrator.

4. A person leaving the District will not be able to withdraw the contributed days.

C. Utilization

1. A member shall be eligible for the withdrawal and utilization of bank days only after having depleted all of his/her sick leave and personal leave days.

2. A maximum of sixty (60) days each school year can be drawn by one individual from the bank (in addition to his/her own).

3. Persons withdrawing sick leave days from the bank will not have to replace these days, except as a regular contributing member of the bank.

4. Sick leave days can only be drawn from the bank for an individual member's illness.

5. Requests for use of bank days must be accompanied by a letter from the attending physician or health aide.

6. The sick leave bank shall be administered by the Superintendent and the administrators. A committee will consist of three (3) members, one (1) appointed by the administrators and two (2) appointed by the Superintendent. Requests for sick leave from the bank must be approved by a majority vote of the committee. A member whose request for sick

leave bank days is not approved by a majority vote of the committee may take his/her written request to the Board. The decision of the Board shall be final.

ARTICLE IX LEAVES

A. Sick Leave

All certified Administrators under contract shall be entitled to sick leave as provided in the Rules and Regulations of the State Board of Education, 4AAC15.040. Except that an administrator will be credited with six (6) days on the second day of the Administrator's contract term to a maximum of one and one-third (1.33) days per month. The remaining six (6) days of sick leave will be credited to the Administrator on the second day of the second semester. If an administrator does not complete his/her contract, the value of any days used but not earned will be deducted from his/her final pay.

In the event an administrator's sick leave and sick leave bank allocations have been exhausted and the Administrator remains unable to return to work, that Administrator shall be granted leave without pay not to exceed the contract year of that illness.

For the purposes of this Article, temporary disabilities such as pregnancy and pregnancy-related medical conditions are to be treated the same as any other medical condition.

B. Bereavement/Illness Leave

Death in the immediate family entitles the Administrator to use seven (7) days sick leave, except that if the circumstances of the death in the immediate family require travel outside the State of Alaska, the Administrator is entitled to use ten (10) days sick leave. Death in other than the immediate family shall be covered under this section with the approval of the Superintendent.

In the event of illness of an immediate family member, an administrator shall be granted up to ten (10) days sick leave annually.

Immediate family shall include husband and wife, father and mother, son and daughter, brother and sister, grandparent, grandchild, and stepchild.

C. Professional Leave

Professional leave will be granted by the Superintendent for the administrators' annual attendance at two (2) state professional conferences. Transportation, registration and per diem will be paid by the district. Selection of conferences will be subject to approval by the Superintendent.

Professional leave, transportation and per diem to Anchorage, paid by the district, for up to six administrators annually to attend a national professional educational meeting of the administrators choice may be approved by the superintendent. All other expenses to be paid by the administrator.

D. Association Leave

Ten days of Association Leave shall be granted to the Association President or his/her designee by the Superintendent for each year. It shall be non-cumulative.

E. Personal Leave

Five (5) days personal leave with pay will be granted to all Administrators for each school year. None will be cumulative. Personal leave shall be for the purpose of transacting or attending to personal matters which require absence during the year.

Personal leave will not be used for vacations, the day before or after holidays or at the beginning or end of the school year.

Requests to the Superintendent will be as early as possible, but no later than 24 hours prior to the date personal leave is to begin.

No more than 2 of the administrative staff will be absent on personal leave at any time.

As an additional incentive to encourage staff members to conduct their personal business during the summer months, or during other non duty days, the District will annually pay each administrator a maximum of two (2) days at their daily rate for unused personal leave. Personal leave shall be used prior to taking non-contract days, except in instances where non-contract days are being used to balance work calendars. The payment for unused personal leave will be processed prior to June 30 each school year.

F. Sabbatical Leave

The District may, upon written request, support a Sabbatical Leave with pay of one-half (1/2) the administrators' base salary, to one Administrator per school year after five (5) years of continuous service with the District.

Upon return from Sabbatical Leave an administrator shall be restored to the former administrative position which he/she left, if it is available or if not available to another position in the District for which the Administrator qualifies.

Salary schedule placement shall be determined at the point where the Sabbatical Leave began.

The Sabbatical year shall be counted for advancement on the pay scale.

In the event an administrator on Sabbatical chooses not to return to the District, the Administrator shall repay the District the amount of the salary earned during the Sabbatical year unless mutually agreed otherwise.

G. Court Leave

Compensated leave shall be granted to the Administrator who is obliged to be present in court under an order of any court of competent jurisdiction either as a witness or juror, but not as a plaintiff or a defendant in personal litigation. The Administrator shall promptly remit to the District any compensation received for court attendance while on court leave.

H. Emergency Leave

In the event of a situation deemed an emergency, an administrator shall be granted leave with pay, subject to approval of the Superintendent. Each Administrator shall be entitled to a maximum of four (4) days per year for such leave (provided all other appropriate types of leave have been used up).

ARTICLE X WORKING CONDITIONS

A. Administrator-Initiated Transfer

1. A transfer or reassignment request may be initiated by any Administrator.
2. The Board agrees when filling administrative vacancies and new administrative positions and Central Office administrative positions to consult Administrator intent forms which may have been filed with the District, and where possible, to select within the District when qualified applicants are available.
3. District Administrators will be considered on the basis of experience, qualifications, and length of service to the District. However, the specific needs of The Lake and Peninsula School District will be given first priority in the final selection of the successful applicant.
4. In addition to transportation, the District shall reimburse parcel post, to a maximum of \$300.00 per family plus \$35.00 per child, and move one plane (Cherokee 6/Cessna 206) load, for customary and reasonable moving expenses for Administrators transferred. Except for summer transfers, travel and administrative leave will be provided to the site to secure housing prior to the transfer.

B. District-Initiated Transfer

1. Notice of involuntary transfer for a subsequent school year shall be given as soon as practical, but not later than April 15 of the current school year. Prior to making an involuntary transfer, the Superintendent shall review requests for voluntary transfers and shall consult with the Administrator. Written reasons will be provided with the Notice of Transfer.

2. The April 15 date notwithstanding, involuntary transfers may be made at any time for (1) program change; (2) decrease, increase, or change in enrollment; (3) community unrest; or (4) a resignation that occurs after the end of the school year at a site that needs an administrator experienced in the District's programs.

3. An Administrator who is involuntarily transferred shall have the option, in lieu of accepting the involuntary transfer, of being placed on a one year leave of absence without pay.

4. In addition to transportation, the District shall reimburse parcel post, to a maximum of \$300.00 per family plus \$35.00 per child, and move one plane (Cherokee 6/Cessna 206) load, for customary and reasonable moving expenses for Administrators involuntarily transferred. Except for summer transfers, travel and administrative leave will be provided to the site to secure housing prior to the transfer.

5. District employed couples (one spouse Administrator and one spouse a teacher) shall not be separated through an involuntary transfer unless mutually agreed upon by the Administrator and the district's administration or unless the transfer is mandated by a lack of a position for one member of the couple.

6. An Administrator involuntarily transferred under this provision will receive two (2) weeks prior notice. An involuntary transfer found necessary after the conclusion of the school year will require the District to notify the affected Administrator by written notice to his/her summer address (via certified mail) and a phone call to his/her summer telephone number on file with the District.

D. Personnel Files

An Administrator shall be entitled to a copy of his/her permanent file and site file upon written request.

A. The Administrator shall have the unrestricted right to review the content of his/her personnel file during regular working hours of the district upon at least one day's advance notice to the District.

B. The Administrator shall be notified of any material being placed in his personnel file and be offered the opportunity to respond thereto in writing. Any such written response shall be maintained in the personnel file.

C. No anonymous material whatsoever may be maintained in the Administrator's personnel file.

Performance Evaluation

The Superintendent shall devote at least one meeting before February 28 of each year (or extended by mutual agreement) of the Administrator's employment to an evaluation of his/her performance and working relationship with the Superintendent, District Administrators and the Board. The evaluation shall be based upon performance criteria mutually agreed upon in advance by the parties, and shall be reduced to writing in a form mutually agreed upon by the parties. The written performance criteria shall be reviewed by the end of September. The Administrator shall be provided with a copy of the written evaluation at least three days prior to the meeting scheduled to discuss such evaluation.

ARTICLE XI REDUCTION IN FORCE OF TENURED ADMINISTRATORS

A. For purposes of this Article, a reduction in force is defined as the non-retention of a tenured Administrator pursuant to state law.

B. Responsibility for determining the level of staffing in the District rests solely with the Board which will consider the recommendations given by the Superintendent.

C. The Board reserves the right to determine the retention or non-retention of any program that will best serve the interest of the District.

D. When the Board deems it necessary or desirable to reduce staff, the reduction, insofar as possible, will be implemented through attrition. If the reduction in staff cannot be implemented through attrition, any tenured Administrator not retained will be given recall preference if the following conditions prevail:

1. The Administrator is an active candidate.
2. The Administrator meets the job qualifications for the position, i.e., certification (endorsement) and experience requirements.
3. The Administrator has performed satisfactory service.

E. To the extent that it is consistent with the District's program needs, which includes job qualifications as described above, length of service with the District will be given priority in determining the order of non-retention and recall.

F. A tenured Administrator who is non retained due to a reduction in force shall be accorded recall rights for one (1) year unless the Administrator specifically waives this right in writing. Said recall rights are lost if a certificated position is offered by the District via (1) phone call, (2) telegram, and (3) certified letter, and the Administrator fails to accept it within ten (10) days of delivery, or notice of attempted delivery, or if he/she accepts employment with another district. The Administrator is responsible for ensuring that the District has a current address on file. The District will not be required to guarantee recall rights to any Administrator the District is unable to contact due to that Administrator not providing the District with a current address.

G. No new Administrators shall be hired until all non retained tenured Administrators satisfying the requirements listed above in D have been recalled.

H. Administrators who are non retained shall have the option of purchasing coverage under the District's health insurance plan.

ARTICLE XII GRIEVANCE PROCEDURE

A. For the purpose of this Agreement, a grievance is defined as an alleged violation of this Agreement.

B. A grievant is an Administrator(s) or the Association. When the Association files a grievance on behalf of an Administrator or Administrators, the Association shall notify all potentially affected Administrators and obtain the signatures of those wishing to participate in the Association's action.

C. Effort shall be made to settle grievances at the lowest possible level of the grievance procedure.

D. Grievances will be processed in the following manner and within stated time limits. The time limits as specified in the grievance procedure, however, may be modified by the prior written consent of both parties.

Step 1: An aggrieved Administrator shall promptly attempt to resolve the grievance informally between the Administrator and his/her immediate supervisor.

If the grievance is not resolved informally, it shall be reduced to writing by the Administrator, who shall submit it to the supervisor.

If an administrator does not submit his/her grievance to the supervisor within twenty (20) days after the facts upon which the grievance is based first occur or first become known to the Administrator, the grievance will be deemed waived. The aggrieved Administrator may be accompanied by one member of the Association when presenting the written grievance.

The supervisor will reply in writing to the Administrator with a copy to the Association within five (5) school days after receipt of the written grievance.

Step 2: If the grievance is not settled in Step 1 and the Administrator wishes to appeal the grievance to Step 2, the Administrator may file the grievance in writing with the Superintendent within ten (10) school days after receipt of the supervisor's written answer. The written Grievance shall give a clear, concise statement of the alleged grievance, citing the specific provision(s) of the Agreement alleged to have been violated and including relevant facts upon which the grievance is based, the issue(s) involved, and the relief sought. The Superintendent or his/her designee shall review the grievance, arrange for necessary discussions, and send a written answer to the Administrator with a copy to the Association no later than ten (10) school days after receipt of the written grievance.

Step 3: If the grievance is not settled in Step 2 and the Administrator wishes to appeal to Step 3, the grievant may appeal the Superintendent's disposition to the Board through the Superintendent. If the Administrator does not send his/her appeal to the Board within ten (10) school days after the receipt of the Superintendent's answer, the grievance will be deemed waived. If the grievant appeals to the Board as provided, the Board shall hold a hearing to hear the appeal of the Superintendent's decision within thirty (30) days of the receipt of the appeal. If administration or other staff members are involved, they shall be present to present the facts to the Board as they see them. The Board shall render its decision with respect to the grievant within fifteen (15) days of the hearing.

Step 4: Grievances not settled in Step 3 of the Grievance Procedure may be appealed to arbitration by the grievant Association.

The Association shall provide written notice of a request for arbitration to the Superintendent within twenty (20) school days of receipt of the Board's answer in Step 3.

When timely request has been made for arbitration, the parties or their designated representative shall attempt to select an impartial arbitrator. Failing to do so, the Association shall request the American Arbitration Association (AAA) to submit a list of arbitrators. The selection of the arbitrator shall be made with the procedures established by the AAA.

The arbitrator shall schedule a hearing on the grievance. After hearing such evidence as the parties desire to present, the arbitrator shall render a written decision. A decision of the arbitrator shall be binding upon the parties.

Each party shall bear the travel/lodging costs of producing its own witnesses and the costs of preparation of exhibits and other materials. The fee and expenses of the arbitrator shall be shared equally between the Association and the Board.

E. Conditions

1. All disputes concerning the arbitrability of an issue will be presented to the arbitrator at the hearing scheduled on the merits. Either party may appeal the decision and the determination of the arbitrator on the issue of arbitrability to the courts.
2. No reprisal will be taken by either party as a result of their testimony or participation in a grievance.
3. A grievant will have complied with time limits if his/her appeal or initial grievance is postmarked on or before the applicable date.

ARTICLE XII SALARY

- A. Principal Salary Schedule below, effective for the 2025-26, 2026-27, and 2027-28 school years:

Step	Annual Increase	Salary
0		\$95,000.00
1	2%	\$96,900.00
2	2%	\$98,838.00
3	3%	\$101,803.14
4	3%	\$104,857.23
5	3%	\$108,002.95
6	4%	\$112,323.07
7	4%	\$116,815.99
8	4%	\$121,488.63
9*	4%	\$126,348.18*

*Principals who top out of the above Principal Salary Schedule will receive 2% annual increase while this Agreement is active.

- B. The Principal-Teacher and Assistant Principals salaries shall be determined by placement on the Teacher Salary Scale plus \$9,000. Principal-Teachers and Assistant Principals shall be hired for 182 days per school year.
- C. A person hired to be an Ast. Coordinator or Coordinator will be first placed on the LPSD Teacher Salary Schedule for the respective year and education level, their teacher daily rate calculated, and then multiplied by the number of days in the Ast. Coordinator or Coordinator’s contract.

ARTICLE XIV PLACEMENT

- 1. For initial placement for the principal with LPSD Teaching experience (choose which benefits principal most):
 - a) Receive one Step, if at least three (3) years FTE LPSD teaching
 - b) OR Receive one Step, if they have at least two (2) years FTE LPSD Head Teacher
- 2. New-to-district principal brings in up to three (3) years principal experience from outside the district OR Returning LPSD principals are placed at the next step from where they left the District on previous placement, whichever benefits the principal most.
- C. Vertical step increases shall be limited to one per year. All Administrative experience with the District will be credited for placement on the Assistant Coordinator and Coordinator/Director Salary Schedules.

ARTICLE XV COACHING COMPENSATION

Administrators with coaching responsibilities shall receive compensation for coaching duties in accordance with the provisions related to coaching compensation outlined in the Teacher's Negotiated Agreement with the district.

ARTICLE XVI BENEFITS

A. Travel Pay

Annual travel will be allowed for District Administrators once each year for commercial (seat or coach) round trip fare to his/her Administrative station from Anchorage. Also, one additional round trip fare for south area administrators

from their duty station to Anchorage, north area administrators from their station to Iliamna (seat or coach). However, return fare for the Anchorage trip will be forfeited by an administrator if he/she does not fulfill his/her contract.

Travel to another destination or by other means will be reimbursed up to the amount it would cost to travel to King Salmon or Iliamna by commercial (seat or coach) fare.

All reimbursement in this section will be made on the basis of proof of payment by the Administrator.

B. Health Insurance

Administrators shall receive audio-visual, dental, medical insurance comparable to that provided to employees of the State of Alaska with the premium for the employee, spouse, and personal dependents to be paid by the District. Final selection of the carrier shall be at the discretion of the Board. When individual health insurance premiums exceed the capped 1996/97 school year level, the parties shall reopen contract negotiations.

C. Life Insurance

Administrators shall receive life insurance equal to their annual salary contingent upon the ability of the administrator to meet the standards of insurability as prescribed by the district's health/life insurance carrier.

D. Professional Dues

Dues to one State or National professional educational organization of the Administrator's choice will be paid by the District each year.

E. Course Credit Reimbursement

The District shall reimburse the administrator up to one thousand two hundred fifty dollars (\$1,250.00) for expenses related to Superintendent or designee-approved educational courses.

F. Cell Phones

The District will provide administrators a communication stipend of \$40 a month. In return the administrator will provide the district with an active cell number that works in the Lake and Peninsula Borough and can be utilized for work related calls.

ARTICLE XVII DURATION

The term of this agreement shall be two (2) years, becoming effective on July 1st, 2025 and remaining in full force and effect until it expires on June 30th, 2028.

DATE OF RATIFICATION

FOR THE LAKE AND PENINSULA SCHOOL DISTRICT:

BOARD CHAIRMAN

DATE: _____

FOR THE LAKE AND PENINSULA ADMINISTRATOR'S ASSOCIATION:

DATE: _____

Aaron Packard
135 Eastview Drive
Horseheads, NY 14845
aaronspackard@gmail.com
(607) 483-8087

6/11/2025

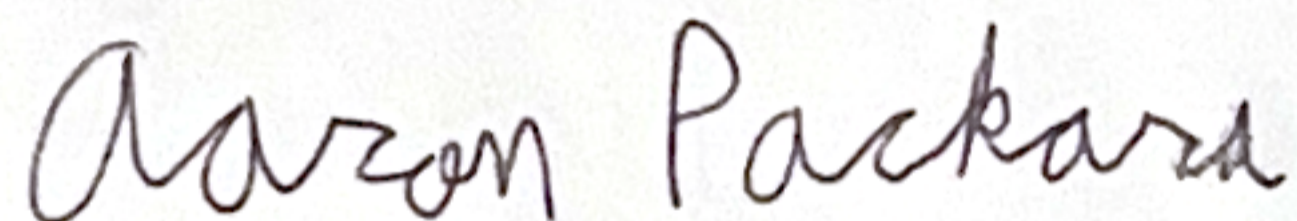
Dear Bill Cornell and Lake and Peninsula Members,

I am writing to formally resign from my position as the elementary teacher at Meshik School in Port Heiden, AK effective immediately.

This was not an easy decision, as I deeply appreciate the opportunities that teaching in Port Heiden has provided me. I have nothing but love for the district and village but have taken an opportunity closer to home and my family. I have sincerely valued the opportunity to work alongside such a dedicated team of educators and to support the growth and learning of our students.

Thank you again for the opportunity to be a member of the Lake and Peninsula School District this past school year.

Sincerely,

A handwritten signature in cursive script that reads "Aaron Packard".

Aaron Packard

16 June 2025

Dear Superintendent Bill Cornell,

As always, I hope this message finds you well.

It is with a heavy heart that I submit my resignation from my upcoming position as the secondary head teacher at Perryville School for the 2025–26 school year.

Two weeks ago, my husband experienced a serious medical emergency. While he is now recovering well, this event has led us to reconsider our plans. Given the remoteness of Perryville and the limited access to emergency medical care, I feel it is in my family's best interest to remain closer to specialized services at this time.

This was not an easy decision. I was genuinely excited about joining the Lake and Peninsula team and contributing to the Perryville community. I am grateful for the opportunity and the trust you placed in me.

Wishing you and the district a successful school year ahead.

Warm regards,

Dmitrieva Antal