

THE LAKE AND PENINSULA SCHOOL DISTRICT
Regular Meeting AGENDA
January 15, 2026, 10:00 AM

Agenda

1. **CALL TO ORDER**
2. **PLEDGE OF ALLEGIANCE** 3
3. **ROLL CALL**
4. **INTRODUCTION OF VISITORS**
5. **ORDERING OF AGENDA**
6. **APPROVAL OF CONSENT AGENDA**
 - a. Previous Minutes
 - b. Check Registers 4
7. **COMMUNICATIONS**
 - a. Site Reports
 - b. LSAC Minutes
 - c. Correspondence
 - d. Public Comment
8. **DELEGATIONS**
 - a. Lake and Peninsula Borough
 - b. LSAC Member
 - c. Student Representative
9. **REPORTS**
 - a. School Board Committee Reports
 - b. Superintendent Report 5
 - c. Facilities Report
 - d. Curriculum Report
 - e. Technology Report
 - f. Activities Report
 - g. Financial Report
 - h. Special Education Report
 - i. Assessment Report
 - j. Early Childhood Education Report
 - k. Counseling Report
 - l. BBRCTE Report
 - m. Personnel Report
 - n. Shining Stars 9
10. **UNFINISHED BUSINESS**

a. Policy Updates - Dec/Jan 2025-2026	10
11. EXECUTIVE SESSION	
12. NEW BUSINESS	
a. LPEA & LPSD Contractual Agreement FY27-29	36
13. PERSONNEL	
14. PUBLIC COMMENT	
15. FUTURE AGENDA ITEMS AND MEETING DATE	
16. GOOD OF THE ORDER	
17. ADJOURNMENT	



3

January 15, 2026
School Board Meeting

PAYROLL

CHECK REGISTERS

12/5/2025 – 1/12/2026

42054 – 42066

GENERAL

CHECK REGISTERS

12/5/2025 – 1/12/2026

103353 – 103384

PAYROLL & GENERAL

Direct Deposits & Vendor Payments

12/5/2025 – 1/12/2026

Vouchers 1163 - 1196

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.

5

Date: January 13, 2026
To: Lake and Peninsula School Board
From: Kasie Luke, Superintendent
Re: Report: January 15, 2026

Dates & Happenings:

- Basketball Season! ASAA schools (Newhalen & Port Alsworth) are competing through booster/community support and 2 LPSD funded tournaments per team in accordance with budget, and our mix-3 small schools teams travel to Newhalen, January 21-24 for Jamboree.
- Battle of the Books! Hosted virtually district-wide and is by volunteer participation of students at various sites - February, 2 - 6, 2025
- Meshik School will host the 3-man, LPSD District Tournament February 16 - 18, 2026

Sustaining Emergency Response in the Lake and Peninsula Region

1. Winter Emergency Response: What Happened

- During late December and early January, the Lake and Peninsula region experienced sustained extreme cold, placing significant⁶ strain on school and community infrastructure.
- Although this period fell over winter break, emergencies did not pause: boilers failed, systems were stressed, and freeze-related risks increased across multiple sites.
- LPSD's maintenance department responded continuously, repairing boilers, maintaining heat, and addressing urgent issues before they escalated into major system failures.
- Their efforts ensured schools and community facilities remained warm, operational, and protected during one of the coldest periods of the year.

2. People Behind the Response: Gratitude and Reality

- This level of response is only possible because of the longevity, experience, and relationships built by individuals such as **Tim McDermott and Carl Adams**, along with the dedicated LPSD maintenance team.
- Decades of service, trust within our communities, and deep institutional knowledge allowed for quick decision-making, effective troubleshooting, and coordination across remote sites.
- This capacity cannot be replicated quickly or easily; without these individuals, LPSD would not be able to respond at the same level or with the same effectiveness during emergencies.
- The district is deeply grateful for their commitment, reliability, and willingness to show up—especially during times when systems and communities are most vulnerable.

Sustaining Emergency Response in the Lake and Peninsula Region (continued)

3. Looking Forward: Concern and Call to Action

7

- The current response capacity highlights both our strengths and our vulnerabilities.
- LPSD must continue advocating with Lake and Peninsula Borough in conversations about:
 - Emergency response expectations and coordination
 - Resources needed to support sustainable response capacity
 - Long-term planning for systems, structures, and the future of schools and communities
- Considering we are reactive in our responses, the future goal would be to, in time, proactively plan and invest are essential to ensure that LPSD can continue to respond effectively as experienced personnel are available or not and systems age.

Alaska Legislative Session 2026, What to Watch

State Context

- Fiscal constraints continue across Alaska.
- Oil tax revenues are projected to decline, limiting new spending.
- Education funding discussions focus on stability, not expansion.

8

K–12 Impact

- Many districts face flat or declining enrollment, even where population grows.
- Fixed costs do not decline proportionally, driving budget pressure and deficits.

Legislative Focus

- AASB priorities emphasize funding stability, educator support, infrastructure, and student wellness.
- Growing interest in structural funding changes to improve predictability.

Rep. Andi Story – Enrollment Funding

- Proposal uses multi-year average enrollment rather than a single-year count.
- Intended to reduce volatility and avoid sudden cuts; framed as a stability measure.



LPSD SHINING STARS, JANUARY, 2026



NAME	LOCATION	REASON	NOMINATOR, POSITION
Justin Zimin	Palmer	Justin contributes to the culture of our school district in a way that feels both grounding and uplifting. He is consistently kind, patient, and deeply understanding, listening with true intent to hear and learn from others. His calm and approachable presence builds trust and ease, and he brings a warmth to everyday interactions that helps people feel comfortable and supported. He approaches his work with persistence and care, especially in his advocacy for culturally responsive teaching and classes. Justin regularly seeks outside perspectives and welcomes feedback in order to see the bigger picture and better understand the systems that influence our processes. With that understanding, he works thoughtfully to make those processes smoother and more supportive for everyone involved, always keeping students at the center of his decisions. He has also been a wonderful cubicle neighbor and the kind of colleague whose presence quietly makes the workday better. I admire his passion and the intention he brings to making education, especially education connected to culture, more accessible to students across our region. His quiet leadership, integrity, and steady encouragement leave a lasting and meaningful impact on our school community.	Cassie McArthur, Student Data/Federal Programs
Dawna French	Palmer	Dawna brings a bright and joyful energy into the office that truly feels like sunshine. Always bubbly and kind, her presence naturally lifts the spirits of those around her. It is impossible not to smile or feel a little lighter when she is nearby. She offers a listening ear without judgment and provides encouragement in the moments it is needed most. Dawna is a true gem who cares deeply not only about the work she does, but about the people around her as well. Her passion and giftedness shine through in both big and small ways, creating a sense of connection and belonging. The warmth and positivity she brings each day make a meaningful and lasting impact to those around her.	Cassie McArthur, Student Data/Federal Programs
Melody Schilke	Chignik Lake	Melody serves our south sites with a presence that is both visible and deeply supportive. She actively engages with students and families within her communities, building genuine connections and fostering a strong sense of belonging. I especially appreciate the way she shares the happenings at her schools, celebrating students, staff, and everyday moments that reflect a healthy and engaged school culture. She is equally supportive of staff and works diligently to ensure that documentation, compliance, and operational details are handled with care and consistency. The role of a principal carries many complexities and behind the scenes responsibilities, and she navigates these demands with steadiness and professionalism. Even in challenging or nuanced situations, she leads with grace and ensures that the focus remains on students and the communities she serves. Melody's commitment and balanced leadership make a meaningful and positive impact across our south sites.	Cassie McArthur, Student Data/Federal Programs
Ed Lester	Newhalen	Ed Lester goes above and beyond for not only his school, but the entire school district and all students. He is a great leader for the students of Newhalen school to look up to. He works hard, gives selflessly and is an all around great person. Thank you Mr. Lester for all that you do for our school we are thankful for the generous amounts of time and love you pour into our school and community.	Administrator, Iliamna Village Council
Evelynn Trefon	Newhalen	Evelynn is equally the Jill of all trades. Evelynn is the calm in all the chaos she prepares for meetings well in advance, keeps our teachers, students and community well informed, ensures all kids are accounted and cared for. Evelynn is someone everyone can look up to and learn from. Evelynn cares for everyone, for example during this cold spell we are having she went out of her way to make sure all students stayed inside after school until parents picked them up, she made sure all elders had enough heating fuel. She truly is one of a kind. Thank you for all your hard work Evelynn.	Administrator, Iliamna Village Council

LAKE AND PENINSULA SCHOOL DISTRICT/SERIES 4000 - PERSONNEL

RESIDENCY AND REMOTE WORK

BP 4180/4280/4380

Note: This model policy is adopted from a policy created by the Dillingham City School District.

The Board recognizes the educational and economic benefits that result from district personnel residing within the boundaries of the school district. The Superintendent or designee may determine that the best candidate for certificated or administrative position does not plan to maintain primary residency within the boundaries of the school district. In order to hire or continue the employment of such a candidate, the Superintendent or designee shall seek approval from the Board. The Superintendent or designee shall develop procedures to implement this policy.

Adopted 01/2026

Lake and Peninsula School District

LAKE AND PENINSULA SCHOOL DISTRICT/SERIES 4000 - PERSONNEL

RESIDENCY AND REMOTE WORK

AR 4180/4280/4380

Note: This model policy is adopted from a policy created by the Dillingham City School District.
--

Purpose

To establish a process by which the District may allow an employee to work from home or another approved location on a full-time or part-time basis, hereafter referred to as “remote work” or “telecommuting.”

The District requires its employees to report to their designated work location. However, the Superintendent may decide that the best candidate for a certificated or administrative position may not reside or plan to reside within the boundaries of the district. Pursuant to BP 4180/4280/4380, the Superintendent may seek approval from the Board to hire or continue the employment of such a candidate.

Procedure

Any employee seeking remote work or telecommuting must enter into a written remote work agreement. A request for remote work or telecommuting will be evaluated based upon the following factors:

- The essential job duties of the employee’s position;
- The employee’s reasonable likelihood to be able to successfully perform the essential job duties and responsibilities from an alternate work site; and
- The supervisor’s reasonable likelihood to ensure the employee completion of the essential job duties and responsibilities at an alternate worksite.

Remote work or telecommuting is not designed to be a substitute for childcare or care of a dependent family member. Any employee approved for remote work or telecommuting is obligated to perform the essential job duties and responsibilities of the employee’s position.

A remote work agreement must be in writing, and signed by the employee, their immediate supervisor, and be approved by the Superintendent. The agreement must specify the number of days and hours worked each week. During working hours, the employee shall be accessible by phone and email within a reasonable time period during the agreed upon work schedule based on Alaska Standard Time. The district will not pay for voice and/or data communication charges.

Unless otherwise specified in the written agreement, a remote work employee is responsible for providing office equipment and workspace and is responsible for maintenance and repair of any office equipment. Any district materials in the alternate work site remain the property of the district and must be kept secure and confidential. Any materials containing student records or

personnel records must be maintained in a lockable file cabinet or other location that cannot be accessed by any family, guests, or other occupants at the approved alternate worksite.

The district retains the right to inspect remote work site locations for the purpose of determining that the site is secure and safe, and that the employee is performing the essential job duties and responsibilities of the employee's position and complying with the terms of the remote work agreement.

Out-of-pocket expenses for office supplies will not be reimbursed unless the employee obtains prior, written authorization from a supervisor.

The district assumes no liability for injuries occurring in the employee's approved alternate worksite outside the agreed-upon work hours. The district is not liable for loss, destruction, or injury that may occur in or to a remote work employee's alternate work site. This includes family members, visitors, or others that may become injured within or around a remote work employee's alternate work site.

It is the responsibility of a remote work employee to determine any income tax implications of a remote work agreement. The district will not provide tax guidance to remote work employees and does not assume any additional tax liabilities through the approval of a remote work agreement. All employees are encouraged to consult with a qualified tax professional to discuss any potential income tax implications from remote work agreements.

Adopted 01/2026

Lake and Peninsula School District



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



LPSD Remote Work Agreement

Remote work situations are those in which work is performed at a location other than an LPSD school site or office. Remote work is a voluntary agreement between the District and the employee. The Remote Agreement should be reviewed periodically. It is recommended the review coincide with the annual performance evaluation. The Remote Work Agreement may be discontinued at any time by either party with three (3) days advance written notice.

Employee Name:	Position:
Supervisor:	Department:

1. This agreement begins on _____ and continues until _____.
2. Days and hours the employee is normally expected to be physically present at a LPSD location (subject to change with or without notice to meet operational needs):

Days	Hours (AKT)
Sunday	
Monday	
Tuesday	
Wednesday	
Thursday	
Friday	
Saturday	

3. The remote worker will work from the following remote worksite(s), include address, city, state, zip:

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



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



4. Recognizing that effective communication is essential for this arrangement to be successful, the remote worker agrees to be available during the assigned business hours of _____ to _____ (AKT). The remote worker agrees to respond in a prompt manner as they would at an onsite location. Employee-initiated schedule changes must be discussed and approved in advance by their supervisor. The remote worker agrees to maintain regular communication with the remote worker's supervisor and colleagues, including but not limited to:

- Email: The remote work will regularly check the worker's LPSD email account and respond to emails in a timely manner.
- Meetings: The remote work may be required to attend virtual meetings, video conferences, or in-person meetings when necessary.

5. The duties, obligations, responsibilities and conditions of the remote worker's employment with the District remain unchanged. Employees are expected to meet the same performance standards as otherwise required at a designated LPSD location.

6. The remote worker agrees to seek advance approval by the supervisor to change the terms of the work schedule or for use of sick leave, personal leave, or any other leave of absence in accordance with District policies and procedures.

7. The remote worker agrees to maintain a safe and ergonomically-sound work environment. LPSD is not responsible for any costs associated with setup of an alternate worksite, including any tax, insurance, and/or other legal implications for the approved alternate worksite. LPSD is not responsible for injury to any other person or to property arising out of the use or activities in the approved alternate workplace. The remote worker shall hold LPSD harmless for injuries to others or damage to property at the approved alternate workplace. The remote worker shall not hold in-person business visits or meetings at the approved alternate worksite. No persons may visit the alternate worksite for LPSD purposes without prior written approval of the remote worker's supervisor.

8. . If the remote worker incurs an injury arising out of the course and scope of the assigned job duties while working at home/alternate site, the workers' compensation provisions in place for the state in which the remote worker is working will apply as applicable. The



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



remote worker must notify the supervisor immediately and complete all necessary and/or requested documents regarding the reported injury.

9. Alternate worksite equipment and technology shall generally be provided by the remote worker. In the event that equipment and/or technology is provided by LPSD, such equipment and/or technology shall be used by the remote worker exclusively for LPSD business.. The remote worker is expected to provide reasonable care of LPSD equipment and technology. Any loss or damage of LPSD's equipment and/or technology must be immediately reported to remote worker's supervisor.

The remote worker will return LPSD equipment, technology, records, and materials, upon request and/or termination of the remote work agreement. The remote worker may be responsible for any costs necessary to return, repair or replace LPSD property. If LPSD property is not returned upon request, at the end of the telework agreement or upon termination, the remote work shall be responsible for all costs to replace any such property.

While working at the approved alternate work site, the remote worker shall maintain confidentiality of LPSD records in accordance with LPSD Policies and Procedures. This requirement includes proper storage and securing of LPSD files and records. All equipment, records, and materials provided by the District shall remain on District property, or in a secure location in the remote worker's work location.

10. The remote worker will implement good information security practices in the home-office or alternative work site setting, and will notify his/her supervisor when security matters arise.

11. The District retains the right to modify, suspend, or end the agreement for any reason including, but not limited to, an employee request supported by the supervisor, as a result of District necessity, a change in operational need, or if the employee fails to fulfill job expectations to a satisfactory level.

12. The remote worker agrees to the following additional specific expectations, if any.

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



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



By effect of my below signature, I understand that LPSD is under no obligation to approve a request or proposal for a remote work agreement. The decision to approve or allow Remote Work is at the discretion of my supervisor. This agreement and work schedules are subject to ongoing review and may be modified or terminated **at any time** based on performance concerns, or evolving District needs.

Employees in breach of this work agreement are subject to disciplinary action..

**I have read and understand this agreement. I agree to the provisions set forth in this agreement.*

Employee Signature:

Date _____

Supervisor Signature:

Date _____

Superintendent or Designee Signature:

Date _____

LAKE AND PENINSULA SCHOOL DISTRICT/SERIES 5000 - STUDENTS

ADMISSION

BP 5111

Note: Pursuant to [4 AAC 06.060](#), authority to deny admission to a student is vested with the School Board. The following sample policy authorizes the Superintendent or designee to deny admission to children who don't meet established entrance requirements.

The School Board believes that all children should have the opportunity to receive a free appropriate public education. Staff shall encourage parents/guardians to enroll all school-aged children in school.

The School Board reserves the right to verify the residency or anticipated residency of any student and the validity of any affidavit of guardianship. These admission policies are not intended to be a barrier to the enrollment and retention of homeless children and youth.

The Superintendent or designee shall verify compliance with all entrance requirements established by law or School Board policy.

(cf. 5112.6 - Education for Homeless Children and Children in Foster Care)

(cf. 5112.1 - Exemptions from Attendance)

(cf. 5112.2 - Exclusions from Attendance)

(cf. 5116 - School Attendance Boundaries)

(cf. 5117 - Interdistrict Attendance)

(cf. 5141.3 - Health Examinations)

(cf. 5141.31 - Immunizations)

Note: A child who is six years of age on or before September 1 following the beginning of the school year, and who is under the age of 20 and has not completed the 12th grade, is of school age. [AS 14.03.070](#). The school year begins on July 1 and ends June 30.

A child five years of age on or before September 1 may be admitted to kindergarten. The School Board authorizes the admission of students under school age who are at least four years of age at the beginning of the school year, provided they exhibit the mental, physical, and emotional capacity to perform satisfactorily, including advancement through the curriculum or grade level by the following year. The Superintendent or designee is delegated authority to make early-entrance determinations. Students under school age who were previously enrolled in public school shall be admitted to school at the grade level determined by the Superintendent or designee.

Students subject to suspension or expulsion under AS 13.03.160 in the District or another district are not guaranteed admission.

Legal Reference:

ALASKA STATUTES

14.30.010 When attendance compulsory

14.03.020 School year

14.03.070 School age

14.03.080 Right to attend school

14.30.045 Grounds for suspension or denial of admission

14.03.160 Suspension or expulsion of students for possessing weapons

ALASKA ADMINISTRATIVE CODE

4 AAC 06.055 Immunizations required

UNITED STATES CODE

42 U.S.C. 11432 - 11433 McKinney-Vento Homeless Assistance Act

Revised 01/2026

Lake and Peninsula School District

LAKE AND PENINSULA SCHOOL DISTRICT/SERIES 5000 - STUDENTS

ALASKA PERFORMANCE SCHOLARSHIP PROGRAM

AR 5128

The Alaska Performance Scholarship Program provides scholarships for high school graduates who are Alaska residents to attend a qualified postsecondary institution in the State of Alaska. The district is required to determine student eligibility for the three levels of scholarships available. The district must then notify the Alaska Department of Education and Early Development of each qualifying student's eligibility.

Eligibility Determinations

The principal or designee of each high school shall determine scholarship eligibility for each graduating student by application of the following criteria.

A. Course Work Requirements

Note: The following curriculum requirements are in place for students graduating from high school in and after 2024. Qualifying units of credit shall include a student's completion of a high school level course in an earlier grade if: 1) the course meets content standards for a grade 9-12 course; 2) is within a qualifying curriculum (math, science, language arts, etc.); and 3) appears on the student's high school transcript. A course does not satisfy the requirements of this section, regardless of the course name unless it is: 1) a college or industry preparatory course; and 2) meets or exceeds the standards and grade level expectations in Alaska Standards: Content and Performance Standards for Alaska Students. An advanced placement and international baccalaureate course meets curriculum requirements and is considered an approved course as fully stated in 4 AAC 43.030.

The Alaska Performance Scholarship may be awarded based on a student's completion of either a math and science curriculum track, or a social studies and language curriculum track.

Curriculum Requirements

Graduating students in 2024 and beyond must meet the following curriculum requirements to qualify for all scholarship levels (Achievement, Performance, and Honors):

Math and Science Curriculum:

1. Math – 4 units of credit, consisting of either four units selected from the following courses or a combination of three units selected from the following courses and an additional course approved by the department:
 - i. algebra I;
 - ii. algebra II;
 - iii. geometry;
 - iv. trigonometry;
 - v. pre-calculus;
 - vi. calculus;

- vii. calculus II
 - viii. statistics.
2. Science – 4 units of credit, consisting of either four units selected from the following courses or a combination of two units selected from the following courses and two additional courses approved by the department:
- i. physical science;
 - ii. earth science;
 - iii. biology;
 - iv. chemistry;
 - v. physics;
 - vi. marine biology;
 - vii. anatomy and physiology.
3. Language arts – 4 units of credit, consisting of either four units selected from the following courses or a combination of three units selected from the following courses and an additional course approved by the department:
- i. composition;
 - ii. American literature;
 - iii. world literature;
 - iv. speech and debate;
 - v. advanced composition;
 - vi. creative writing;
 - vii. British literature.
4. Social studies – 4 units of credit, one unit of credit in a foreign or Alaska Native language, fine arts, or cultural heritage may substitute for one of the four units of credit of social studies; at least two units of credit must be from the following courses, with any remaining credits from courses approved by the department:
- i. World history;
 - ii. American history;
 - iii. geography;
 - iv. American government/civics;
 - v. economics;
 - vi. Alaska history;
 - vii. western or eastern civilization;
 - viii. psychology;
 - ix. sociology.

Social Studies and Language Curriculum

1. Math - 3 units of credit, consisting of either three units selected from the following courses or a combination of two units selected from the following courses and an additional course approved by the department:
- i. algebra I;
 - ii. algebra II;
 - iii. geometry;

- iv. trigonometry;
 - v. pre-calculus;
 - vi. calculus;
 - vii. calculus II;
 - viii. statistics.
2. Science – 3 units of credit consisting of either three units selected from the following courses or a combination of two units selected from the following courses and an additional course approved by the department:
- i. physical science;
 - ii. earth science;
 - iii. biology;
 - iv. chemistry;
 - v. physics;
 - vi. marine biology;
 - vii. anatomy and physiology;
3. Language arts – 4 units of credit consisting of either four units selected from the following courses or a combination of three units selected from the following courses and an additional course approved by the department:
- i. composition;
 - ii. American literature;
 - iii. world literature;
 - iv. speech and debate;
 - v. advanced composition;
 - vi. creative writing;
 - vii. British literature;
4. Social studies – 4 units of credit, consisting of either four units selected from the following courses or a combination of three units selected from the following courses and an additional course approved by the department:
- i. world history;
 - ii. American history;
 - iii. geography;
 - iv. American government/civics;
 - v. economics;
 - vi. Alaska history;
 - vii. western or eastern civilization;
 - viii. psychology;
 - ix. sociology.
5. Foreign, Alaska Native or American sign language – 2 units of credit in the same language.

Note: A district that offers courses meeting the requirements for APS but that do not clearly fall within the course names found above may seek approval from the Department to have those courses approved for APS purposes. [4 AAC 43.030\(j\)](#).

B. Grade Point Average and Standardized Examination Scores

In addition to the curriculum requirements above, students must meet certain GPA or standardized examination score requirements. It is the student's responsibility to provide proof of results achieved on one of the standardized examinations required for scholarship eligibility. GPA or test scores determine a student's level of eligibility for each of the three scholarships set forth below:

1. Alaska Performance Honors Scholarship

Grade Point Average: 3.5 or higher

or

Test Scores: ACT composite score of 25 or higher; or
SAT combined score of 1210 or higher; or
A combined WorkKeys score of 18 or higher, with no
single score lower than 6, in each of the following:

1. applied mathematics
2. reading for information
3. locating information

Note: The Alaska Performance Honors Scholarship has an award level of \$7,000.

2. Alaska Performance Achievement Scholarship

Grade Point Average: 3.0 or higher

or

Test Scores: ACT composite score of 23 or higher; or
SAT combined score of 1130 or higher; or
A combined WorkKeys score of 15 or higher, with no
single score lower than 5, in each of the following:

1. applied mathematics
2. reading for information
3. locating information

Note: The Alaska Performance Achievement Scholarship has an award level of \$5,250.

3. Alaska Performance Opportunity Scholarship

Grade Point Average: 2.5 or higher

or

Test Scores: ACT composite score of 21 or higher; or
SAT combined score of 1060 or higher; or
A combined WorkKeys score of 12 or higher, with no
single score lower than 4, in each of the following:

1. applied mathematics
2. reading for information
3. locating information

Note: The Alaska Performance Opportunity Scholarship has an award level of \$3,500.

Note: A student who qualifies for one of the above scholarships using the WorkKeys examination must use the scholarship award in a career and technical program that results in the award of a certificate. [4 AAC 43.020\(d\)](#).

Notice to Parents/Guardians of Eligibility Determination

The principal or designee shall provide written notice to all parents/guardians, or to students if 18 or older, of the eligibility determination, or how they may learn the eligibility determination. The notice should also explain how a parent/guardian or eligible student may challenge this determination.

Permanent Record

Once eligibility levels are determined, the district will record the level of eligibility on each qualifying student's permanent record. No notation should be made for those students who are not eligible for a scholarship award.

Annual Transmittal of Records

No later than July 15 of each year, the district will transmit an electronic version of each graduating student's permanent record that describes the student's eligibility for the Alaska Performance Scholarship Program. This is a mandatory reporting obligation and parents/students may not opt out of this disclosure.

Appeal Procedures

The district provides the following appeal process for students who believe an error has been made regarding a student's eligibility for an Alaska Performance Scholarship. A student can request that the district review the determination of whether or not he or she is eligible or, if eligible, the level of scholarship available.

A. Appeal Form

To request an appeal, a student must complete the Alaska Performance Scholarship Appeal Form for Public School Students. [E 5128] The form requires:

1. Name, mailing address, and contact information;
2. Eligibility information in the form of official examination scores and an official transcript indicating courses taken and GPA and/or test scores;
3. A statement explaining why the student believes the eligibility determination is in error; and
4. All documents, papers, or other materials that support a reversal or modification of the eligibility determination.

Students who have questions about the form or require assistance should contact a counselor or principal at the student's high school.

Students must complete the Appeal Form and provide supporting documents as soon as possible after receiving notice of his or her eligibility determination. No appeals will be considered unless submitted within thirty (30) days of receiving the district's eligibility determination, absent unusual circumstances that prevented a timely appeal.

B. Appeal Process

1. Student submits the completed Appeal Form and supporting documentation to the Superintendent.
2. The district will designate a reviewer to review and decide the appeal.
3. The reviewer will consider all information submitted and issue a determination of whether or not the student meets scholarship eligibility, and if eligible, the student's level of eligibility.
4. The reviewer's determination is the final decision of the district.
5. Notice of the district's decision will be sent to the student no later than thirty (30) days after the student submits a timely appeal.
6. If the reviewer determines that scholarship eligibility was incorrect, the district will notify the Alaska Performance Scholarship Program of the correct eligibility determination and revise the student's transcript to correctly identify APS eligibility.

Note: Effective June 6, 2015 the regulation providing for a grace period and waiver of curriculum requirements was repealed and a new section added to provide for students to request a scholarship eligibility extension. 4 AAC 43.035 (repealed); 4 AAC 43.045 (extensions of eligibility period). An extension of scholarship eligibility does not permit a student to receive a scholarship for more semester hours than is permitted under AS 14.43.825.

Extension of Scholarship Eligibility

The district should notify appropriate students about the availability of a scholarship eligibility extension that may be granted by the Alaska Commissioner of Education. Upon request, the Commissioner may grant a student who has previously been determined eligible for a scholarship under APS, a scholarship eligibility extension. Such an extension allows a student to remain eligible for a scholarship for longer than six years after the date of the student's graduation from high school.

To qualify for an extension of scholarship eligibility, a student must:

1. Submit a written request to the Commissioner no later than 30 days before the student's period of scholarship eligibility under 14.43.825(b) is set to expire; and
2. Submit with the request a signed statement from the institution of higher learning in which the student is admitted or enrolled attesting that the student has experienced or is experiencing an enrollment delay due to the availability of coursework required by the degree program the student is pursuing, and that the enrollment delay is beyond the student's control.

Revised 6/2025

Lake and Peninsula School District

E 5128 ALASKA PERFORMANCE SCHOLARSHIP (APS)

E 5128(a)



ALASKA PERFORMANCE SCHOLARSHIP (APS) Sample Appeal Form for Public School Students _____ School Year Only

AS 14.03.113. District determination of scholarship eligibility.

A district shall provide a student with an opportunity to request that the district correct an error in the eligibility determination.

The following information is required for the school district to evaluate your appeal to receive an APS scholarship. Complete this form and return it to your school district. Please print to ensure information is legible.

Last Name _____ First Name _____ M.I. _____ DOB _____ AKSID _____

Permanent Mailing Address _____ City _____ State _____

Zip _____ Home Phone _____ Cell Phone _____ Email _____

Did you meet the minimum test scores of ACT 21 or SAT of 1450 or WorkKeys Level 13 (no score below a 4 in each subject area)?
Yes _____ No _____

My ACT score is _____ My SAT score is _____ My WorkKeys score is _____ My GPA is _____

Did you meet the curriculum requirements for your class year? Yes _____ No _____

Were your requirements met by high school graduation? Yes _____ No _____

Provide a concise statement identifying the reasons supporting a reversal or modification of the school district's eligibility determination. Note: Failure to meet APS requirements for reasons other than those allowed for under the statutes and regulations governing the APS does not entitle the applicant to a reversal or modification of eligibility. You may use a separate sheet of paper.

Provide documents, papers, or other materials that support a reversal or modification of the districts eligibility determination. This may include:

- ACT and/or SAT score report (s) (an official copy from the ACT/SAT)
- WorkKeys score (if taken outside of the school district)
- Statement
- Transcript

Student Signature _____ Date _____

School District Review and Signature _____ Date _____

School District should submit this Signature form and record change to:

Shari Paul, APS Program Coordinator
Alaska Department of Education & Early Development
P.O. Box 110500 Juneau, Alaska 99811-0500
Phone: 907.465.6535
shari.paul@alaska.gov

Class of 2015 & Beyond

ALASKA PERFORMANCE SCHOLARSHIP

Collegiate Eligibility Checklist



Students with qualifying SAT/ACT scores may use either the CTE or Collegiate Award.

To apply for the APS students must complete a FAFSA (Free Application for Federal Student Aid) by June 30th of each year.

Level 1	Level 2	Level 3
UP TO \$4,755 per year	UP TO \$3,566 per year	UP TO \$2,378 per year
<input type="checkbox"/> CURRICULUM	<input type="checkbox"/> CURRICULUM	<input type="checkbox"/> CURRICULUM
<input type="checkbox"/> GPA 3.5 (or greater)	<input type="checkbox"/> GPA 3.0 (or greater)	<input type="checkbox"/> GPA 2.5 (or greater)
<input type="checkbox"/> TEST SCORES ACT 25 SAT 1680 <small>(only one required)</small>	<input type="checkbox"/> TEST SCORES ACT 23 SAT 1560 <small>(only one required)</small>	<input type="checkbox"/> TEST SCORES ACT 21 SAT 1450 <small>(only one required)</small>

Math & Science Curriculum

4 UNITS MATH					
4 UNITS SCIENCE					
4 UNITS LANGUAGE ARTS					
4 UNITS SOCIAL STUDIES					

OR

Social Studies & Language Curriculum

2 UNITS WORLD LANGUAGE					<small>must be the same foreign, Alaska Native, or American Sign language</small>
3 UNITS MATH					
3 UNITS SCIENCE					
4 UNITS LANGUAGE ARTS					
4 UNITS SOCIAL STUDIES					

- #### MATH
- standard courses
- algebra 1
 - algebra 2
 - geometry
 - trigonometry
 - pre-calculus
 - calculus
 - calculus 2
 - statistics

- #### SCIENCE
- standard courses
- physical science
 - earth science
 - biology
 - chemistry
 - physics
 - marine biology
 - anatomy & physiology

- #### LANGUAGE ARTS
- standard courses
- composition
 - American literature
 - world literature
 - speech & debate
 - advanced composition
 - creative writing
 - British literature

- #### SOCIAL STUDIES
- standard courses
- world history
 - American history
 - geography
 - American government
 - civics
 - economics
 - Alaska history
 - western civilization
 - eastern civilization
 - psychology
 - sociology

Each school district is responsible for providing students with a complete list of all courses that qualify for the APS.

Districts may include two APS qualifying course categories – standard and additional. Additional courses may be used as follows: for the Social Studies & Language Curriculum, one additional course is permitted in each subject area (math, science, language arts, and social studies). For the Math & Science Curriculum, one additional course each is permitted for math and language arts, two each are permitted for science and social studies. Also, (for the Math & Science Curriculum only) a foreign language, Alaska Native Language, American Sign Language, cultural heritage or fine arts course may be substituted for one standard course of social studies.

Contact your counselor for more information about APS-approved courses. Approved courses may also be available through resources such as Alaska's Learning Network (AKLearn.net) or the University of Alaska. Eligibility is determined based upon courses contained in your school's permanent student record.

06/08/2013



Student GPA: _____

Student Test Score & Test Date: _____

Questions? Visit APS.alaska.gov



On Track to Qualify? Get Ready to Put Your APS Award to Work!

To get the APS, you must file a FAFSA and be admitted (attending at least half time) to a qualifying program.
 The Collegiate APS Award can be used for certificate or degree programs.

	INITIAL AWARD CHECKLIST	IMPORTANT TIPS:
My Institution	Institution: Major/Program: Program Full-Time Eligible? Yes No Advisor Contact:	All participating Alaska institutions are listed at APS.alaska.gov Meet with an enrollment or academic advisor and make sure he or she knows your plans include the APS.
Admissions	Admissions Application Deadline: Admissions Requirements: Accepted? Yes No Conditions: Conditions Completed? Yes No N/A	Before the deadlines – Complete your application, pay any fees, and provide all required documents. Once accepted, let the institution know you plan to attend. Conditional admission means you still must complete the process – submit final high school transcripts immediately after you graduate and meet any other conditions promptly.
Financial Aid	FAFSA Filed? Yes No Date Filed: Financial Aid Deadline: Financial Aid Advisor Contact: Notified of Intent to Enroll? Yes No	File your FAFSA as soon after January 1 as possible but no later than June 30 (APS deadline). File by your institution's financial aid deadline to be considered for more financial aid. Accept (or decline) the financial aid outlined in the school's award notice. Your APS may not appear in the financial aid award notice. Tell your financial aid staff you plan to enroll using an APS. If you have significant other grant or scholarship aid, your APS amount may be affected – your financial aid staff can help with any questions.
Courses	Date Course Registration Opens: Financial aid certification window: # of credits registered for: Deadlines to add/drop courses:	Don't wait to register for classes! Sign up as soon as registration opens. Early registration is critical to get the right classes. If you need English and/or Math placement tests, take them as early as you can. Find out your school's financial aid certification or census date. Before that date, register for 12 or more credits to receive a full-time APS award for that semester. Remember, 15 credits – the real full-time – will help you stay on track and meet APS continuing eligibility requirements.

Now that you have the APS Award – Keep it!

My high school graduation date: + 6 years = My APS expiration date:
An APS can be used for no more than 8 semesters/12 quarters (4 academic years), for full-time or half-time attendance.

A new FAFSA must be filed every year: Year 1: Year 2: Year 3: Year 4:

	Cumulative GPA & Credits Completed	Satisfactory Academic Progress Requirements
Continuing Eligibility	Year 1: Semester: _____ credits _____ GPA Final: _____ credits _____ cumulative GPA Year 2: Semester: _____ credits _____ GPA Final: _____ credits _____ cumulative GPA Year 3: Semester: _____ credits _____ GPA Final: _____ credits _____ cumulative GPA Year 4: Semester: _____ credits _____ GPA Final: _____ credits _____ cumulative GPA	During your 1st year, earn: 24 semester credits (12 if half-time) a 2.0+ cumulative GPA During future years, earn: 30 semester credits (15 if half-time) a 2.5+ cumulative GPA As a graduate student, earn: a 2.5+ cumulative GPA

Note: Students attending half time (at least six credits) receive a reduced award. If you switch from half-time to full-time status (or vice versa), the minimum credits you must earn depends on the award – half time or full time – you receive for each term

Sign up for an Alaska Student Aid Portal (ASAP) account to monitor your APS eligibility and usage online. Visit APS.alaska.gov

LAKEVIEW HOMESCHOOL CORRESPONDENCE PROGRAM

AR 6182

The LakeView Homeschool Correspondence Program is a district-operated correspondence study program established under Board Policy 6182. The program provides an alternative instructional option for students whose educational needs may be met outside the traditional classroom setting, consistent with Alaska statute and regulation.

The Superintendent or designee is responsible for the administration of the LakeView Homeschool Correspondence Program in compliance with state law, regulation, and district policy.

Program Eligibility and Enrollment

The principal or designee shall approve enrollment in the LakeView Homeschool Correspondence Program subject to the following conditions:

- A. Students must be eligible for enrollment in the Lake and Peninsula School District.
- B. Enrollment in LakeView Homeschool constitutes enrollment in a district-supported correspondence study program and is not private homeschooling.
- C. The district shall maintain an open enrollment policy for the correspondence program throughout the school year in accordance with 4 AAC 33.421.
- D. Each enrolled student shall have an Individualized Learning Plan (ILP) developed annually.

Individualized Learning Plan (ILP)

The principal or designee shall ensure that an ILP is developed and maintained for each student enrolled in LakeView Homeschool.

- A. The ILP shall be developed collaboratively by the student (as appropriate), the parent/guardian, and a certificated teacher assigned by the district.
- B. The ILP must:
 - 1. Provide a course of study aligned with state and district standards;
 - 2. Include provisions for ongoing assessment and statewide testing;

3. Provide for modification if the student does not meet standards on statewide assessments;
4. Be approved and signed by the assigned certificated teacher and at least one parent/guardian.

Teacher Liaison Assignment and Duties

The homeschool principal or designee shall assign a certificated teacher to each enrolled student. This teacher shall serve as the Teacher Liaison.

The Teacher Liaison shall:

- A. Monitor student work and progress in accordance with the ILP;
- B. Maintain required documentation of monitoring and contact;
- C. Review work samples and academic evidence submitted by the parent/guardian or student;
- D. Assign grades or determine mastery of standards in compliance with 4 AAC 33.421;
- E. Provide instructional guidance and support to the student and parent/guardian.

Monitoring and Contact Requirements

A. Monthly Two-Way Contact

The Teacher Liaison shall maintain at least monthly two-way contact with the student and/or parent/guardian. For students who did not meet standards on the most recent statewide assessment, contact shall include strategies to support proficiency.

B. Quarterly Work Sample Review

Parents/guardians and/or students shall submit work samples in each subject area at least quarterly. Academic evidence provided by the parent/guardian may be used by the Teacher Liaison to assign grades or determine mastery.

Grades, Records, and Transcripts

- A. Grades or other determinations of mastery shall be assigned by the Teacher Liaison, a district distance teacher, or another approved instructional provider, as applicable.
- B. The district shall maintain grade records for correspondence students.
- C. Semester progress reports and high school transcripts shall be provided upon request.

Student Standing

The principal or designee shall determine student standing based on compliance with the ILP and Parent–School Agreement.

A. Good Standing

A student is in good standing when the student and parent/guardian are consistently meeting ILP and program requirements. Students in good standing may participate in district activities subject to eligibility rules applicable to all students.

B. Alert Standing

If a student and/or parent/guardian fails to meet program requirements for more than thirty (30) calendar days, the student may be placed on alert standing.

1. While on alert standing, participation in extracurricular activities may be restricted.
2. Written notice outlining required corrective actions shall be provided to the parent/guardian.

C. Removal from Enrollment

If corrective actions are completed within thirty (30) calendar days, the student shall be restored to good standing. If compliance is not restored within the additional thirty (30) calendar days, the student may be withdrawn from the correspondence program for non-participation, consistent with district attendance procedures.

Attendance for Synchronous or Hybrid Courses

A. Students enrolled in synchronous distance or hybrid courses through their ILP shall comply with district attendance requirements.

B. Ten (10) consecutive school days of non-attendance may result in withdrawal from the course or the correspondence program, as determined by administration.

Assessments and Statutory Compliance

A. Students shall participate in all statewide assessments as required by law.

- B. The district shall provide or arrange for secure testing environments.
- C. Parents/guardians shall comply with the AK READS Act, including screening and intervention requirements for K–3 students.

Curriculum, Materials, and Equipment

- A. Curriculum materials and instructional resources must be approved by the district and aligned to state standards.
- B. Materials and services purchased with public funds must directly support instructional needs documented in the ILP.
- C. District-issued equipment and materials shall be returned upon withdrawal or graduation.

Parent and Student Responsibilities

Parents/guardians and students enrolled in the LakeView Homeschool Correspondence Program shall:

- A. Support and comply with the ILP and Parent–School Agreement;
- B. Participate in required monitoring, communication, and submission of work samples;
- C. Make good faith efforts to support assessment participation;
- D. Comply with applicable district policies and handbooks.

Appeals

Concerns regarding enrollment status, standing, or program implementation may be addressed through the district’s established appeal or complaint procedures applicable to correspondence students.

Associated Documents

- LakeView Homeschool Parent–School Agreement
- Individualized Learning Plan (ILP)
- Student–Parent Handbook

- Alaska Department of Education and Early Development Correspondence Study Guidance

Adopted: 01/2026

Lake and Peninsula School District

LAKE AND PENINSULA SCHOOL DISTRICT/SERIES 1000 - COMMUNITY RELATIONS

VISITS TO THE SCHOOLS

AR 1260

Building administrators shall ensure that prominent notices directing all visitors to sign in at the administrative office are posted at each entrance to the school building. Anyone who is not a regular staff member, approved volunteer, or student at the school is a visitor.

Visitor access to school buildings may be temporarily limited during emergency or safety drills, situations outlined in school safety plans, an emergency lockdown, periods of statewide testing, or other specific situations listed in District policy or building rules.

Conduct on School Property

The District expects civility, mutual respect, and orderly conduct among all individuals on District property or at a school event. No person on District property or at a school event shall:

1. Injure, threaten, harass, or intimidate a staff member, student, sports or activities official or coach, or any other person;
2. Damage or threaten to damage District property or another's property;
3. Violate any state or federal law or regulation, or district policy.
4. Consume, possess, distribute, or be under the influence of alcoholic beverages or illegal substances;
5. Impede, delay, disrupt, or otherwise interfere with any school activity or function, including using cellular phones in a disruptive manner;
6. Make a video recording in the classroom without prior approval of the building principal and classroom teacher.

The principal has authority to request that any unauthorized person, or visitor engaging in unacceptable conduct, leave the school grounds or school event. The principal further has authority to request assistance from law enforcement if any person refuses to leave school grounds upon request, or creates a disruption. The principal or designee shall notify the Superintendent's office immediately if such a situation develops.

Adopted 01/2026

Lake and Peninsula School District

**CONTRACTUAL AGREEMENT
BETWEEN**

**THE LAKE AND PENINSULA SCHOOL DISTRICT
AND
THE LAKE AND PENINSULA
EDUCATION ASSOCIATION**

JULY 1, 2026- JUNE 30, 2029

Table of Contents

ARTICLE I DEFINITIONS	4
ARTICLE II RECOGNITION	4
ARTICLE III TERMS OF THE AGREEMENT	4
A. Conformity to Law	4
B. Distribution	4
ARTICLE IV NEGOTIATIONS	4
A. Inauguration of Negotiations	4
B. Ground Rules and Initial Meeting	5
C. Information	5
D. Impasse	5
E. Ratification	5
ARTICLE V NONDISCRIMINATION	6
ARTICLE VI ASSOCIATION RIGHTS	6
Communication	6
Use of Schools and Equipment	6
ARTICLE VII PAYROLL DEDUCTION OF DUES	6
ARTICLE VIII OPTIONS FOR PAYMENT	7
ARTICLE IX CONTRACT YEAR AND WORKDAY	7
A. Work Year	7
B. Workday	7
ARTICLE X SICK LEAVE BANK	8
A. Eligibility	8
B. Member Donations	8
C. Utilization	8
ARTICLE XI LEAVES	9
A. Sick Leave	9
B. Bereavement/Illness Leave	9
C. Professional Leave	9
D. Association Leave	10
E. Personal Leave	10
F. Sabbatical Leave	10
G. Court Leave	10
H. Emergency Leave	11

I. Maternity Leave	11
ARTICLE XII WORKING CONDITIONS	11
A. Automatic Rehiring	11
B. Teacher-Initiated Transfer	11
C. District-Initiated Transfer	12
D. Personnel Files	13
F. Requests for Personnel File Copies	13
ARTICLE XIII REDUCTION IN FORCE	14
OF TENURED TEACHERS	14
ARTICLE XIV GRIEVANCE PROCEDURE	15
ARTICLE XV SALARY	16
ARTICLE XVI PLACEMENT	17
ARTICLE XVII CREDIT HOURS FOR ADDITIONAL SALARY	17
ARTICLE XVIII HEAD TEACHER PAY	18
ARTICLE XIX EXTRA DUTY COMPENSATION	18
ARTICLE XX BENEFITS	19
A. Travel Pay	19
B. Freight Reimbursement	19
C. Health Insurance	19
ARTICLE XXI DURATION	20
DATE OF RATIFICATION	21
APPENDIX A	22

ARTICLE I DEFINITIONS

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

TEACHER: Teacher shall mean any certificated employee within the District whose occupation is to instruct Preschool-12 students. Specifically excluded from the definition of teacher are the Superintendent and Associate or Assistant Superintendents, personnel in noncertificated positions, certificated substitute teachers, and administrators who may elect or have elected to remove themselves from the teachers' 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 Education Association as the exclusive bargaining agent for the District's teachers.

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.

B. Distribution

Upon ratification by both the Board and the Association, a PDF (or similar) of this Agreement shall be placed on the District's website and emailed to teachers.

ARTICLE IV NEGOTIATIONS

A. Inauguration of Negotiations

1. Negotiations may be requested by either party any time during the school year in which this Agreement expires. Said notice shall be deemed to have been given when given in writing and delivered from the Board president or Superintendent to the Association president or from the Association president to the Superintendent and Board president.

2. Within twenty (20) days of said request, the representatives or spokespersons of each party shall decide how initial proposals shall be exchanged. If no agreement is reached, the requesting party shall supply the other party with a complete proposal on all items the requesting party wishes to negotiate. Within twenty (20) days of the receipt of the proposal, the other party shall provide a complete proposal on all items it wishes to negotiate.
3. No later than twenty (20) school days following the receipt of the requestor's proposal, the Board and the Association shall mutually agree to a time and a date for negotiations to begin.

B. Ground Rules and Initial Meeting

1. Prior to the date set by the parties for the onset of actual negotiations, the spokesperson from each party shall meet to determine ground rules for negotiations.
2. Both parties will agree on a time and date to meet.
3. At the initial negotiations session, the negotiations teams shall sign tentative agreement on all items not in dispute.

C. Information

Upon written request, the parties agree to make available to the other team specific items of public information on finances and teacher-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 and Administrators shall not discriminate against a teacher in any manner prohibited by state or federal law or on the basis of affiliation with the Association.

ARTICLE VI ASSOCIATION RIGHTS

Communication

By June 1 of each year, the District Administration and LPEA President shall communicate the list of new hires and their contact information. They will also communicate by August 15 for any updates.

Use of Schools and Equipment

When not otherwise needed for District purposes, the Association shall be permitted to meet in District schools and to use school equipment, in the school, outside of the workday. Equipment shall include non-administrative computers, copiers, audio conference equipment, video equipment, telephones and televisions.

At the first in-person in-service of the school year, the District shall provide the Association with time and space to meet with teachers and host a dinner. If the first in-service is conducted virtually, the District shall provide the Association with a thirty-minute period to conduct a meeting during the workday.

ARTICLE VII PAYROLL DEDUCTION OF DUES

- A. The Board shall deduct annual Association dues in nine (9) equal monthly installments from October through June from the pay of any and all teachers who have authorized such a deduction. A signed Association membership form which authorizes said deduction shall be utilized for this purpose.
- B. Upon submission of the authorization form, payroll deductions shall commence with the October payroll, or, if the form is submitted after October 15, the next monthly payroll. For deduction requests submitted after October 15, the Association dues shall be deducted in equal monthly installments as determined by the number of months commencing from the next monthly payroll after the submission date to June. These deductions as revised annually pursuant to Paragraph "C" below shall continue from year to year without further authorization except that teachers may revoke their authorization any calendar year by giving written notice to that effect.
- C. The Association president shall inform the District in writing by September 30 of each year of any changes in annual dues.
- D. The District shall forward all dues and fees collected, a list of teachers and the amount of their deduction to NEA-Alaska, as soon as is reasonably possible each month.

ARTICLE VIII OPTIONS FOR PAYMENT

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

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

Paydays shall be on the 20th of each month and shall be via direct deposit in which all teachers shall participate. When payday falls on or during a school holiday, or weekend, teachers shall receive paychecks on the last previous workday. Teachers requesting early payment of June, July and August paychecks shall have these checks direct deposited or mailed within seven (7) working days of the last school day within the District, provided all duties have been completed and all records and required reports have been received by their immediate supervisor. Teachers desiring early payment of June, July and August checks must notify the District by May 1.

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

ARTICLE IX CONTRACT YEAR AND WORKDAY

A. Work Year

A standard teacher's contract shall consist of one-hundred seventy-two (172) days, including two (2) workdays, and five (5) holidays unless at any time DEED revokes its decision to warrant LPSD the optional school term provision (State Statute AS 14.03.030) or if the LPSD school board, in consultation with LPEA, chooses to increase the number of student days over one hundred fifty (150).

If a new teacher induction is offered by the District, a new teacher's contract will consist of one hundred seventy-four (174) days. An advance of two (2) days of their daily rate will be offered to these teachers on the first day of new teacher induction.

Any extensions of a teacher's contract shall be voluntary, requiring mutual agreement in writing, and be paid at the teacher's daily rate.

B. Workday

1. The minimum workday shall be eight (8) hours inclusive of a thirty (30) minute duty-free lunch, except at sites with one (1) or two (2) teachers. Where no lunch aide is available and teachers do not have a thirty (30) minute duty-free lunch, teachers shall submit a timesheet for compensation to Payroll. Compensation will be at the current classified Substitute Worker rate.
2. Unless preempted by an emergency, a teacher directly involved in classroom instruction will be provided two uninterrupted segments of not less than twenty-five (25) minutes a day for preparation within the eight (8) hour work day.
3. The workday may be extended by no more than one extra hour per day, but no more than a

total of six hours per calendar month for staff meetings, a parent-teacher or a teacher-supervisor conference, a student needing teacher assistance with schoolwork, or other professional responsibility assigned to the teacher by his/her immediate supervisor.

ARTICLE X SICK LEAVE BANK

A. Eligibility

The District will continue to cooperate in the operation of the sick leave bank for those staff members covered by this Agreement.

B. Member Donations

1. Each teacher and H/T 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 two hundred (200) days. No more days will be added to this maximum until the bank is depleted to twenty (20) days except for new participants who shall donate one (1) day each on the second day of the second semester. New teachers will become participants of the sick leave bank when they commence 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. In the event that the bank becomes depleted to twenty (20) days during the school year, each member of the bank will donate an additional day up to a maximum of three (3) days per teacher.
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 accumulated days).
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 withdrawn from the bank for 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 Board and the Association. A committee of

five (5) members, three (3) appointed by the president of the Association 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 XI LEAVES

A. Sick Leave

All certificated teachers under contract shall be entitled to sick leave as provided in the Rules and Regulations of the State board of Education, 4 AAC 15.040. Except that a teacher will be credited with six (6) days on the second day of the teacher'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 the teacher on the second day of the second semester. If a teacher 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 a teacher's sick leave and sick leave bank allocations have been exhausted and the teacher remains unable to return to work, that teacher may be granted upon written request 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 teacher to use up to 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 teacher may use up to ten (10) days sick leave.

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

For leave purposes, immediate family shall include, spouse or domestic partner, parents including step-parents, children, including foster-children and step children, siblings including step-siblings, grandparents, and grandchildren.

C. Professional Leave

Professional leave may be granted by the Superintendent when deemed beneficial to the District. The teacher shall pay for room, board, and personal expenses, and the District shall pay airfare and registration fee.

D. Association Leave

Ten (10) days of Association leave shall be granted to the Association president or his/her

designee by the Superintendent for each year. In negotiating years, 5 additional days of Association leave will be granted. Two (2) additional days of Association leave shall be available if teachers donate their personal leave to the Association, in half-day increments, for that purpose. Association leave will be noncumulative.

E. Personal Leave

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

As a general rule personal leave will not be used the day before or after holidays or at the beginning or end of the school year. In unique circumstances the Superintendent may approve personal leave to be used pre or post holidays or 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.

All personal leave requests require a recommendation for approval by the site Principal with final approval by the Superintendent.

As an additional incentive to encourage instructional staff members to conduct their personal business during the summer months, or during other nonduty days, and keep teachers in their classrooms as many days as possible during the school year; the District will annually pay each teacher \$150.00 for each day of unused personal leave. The payment for unused personal leave will be processed prior to June 30 each school year.

F. Sabbatical Leave

A teacher may apply for sabbatical leave as and to the extent provided by law (AS 14.20.280 and following) which leave may be approved at the discretion of the Board on terms and conditions agreed between the teacher and the Board.

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

In the event a teacher on Sabbatical chooses not to return to the District, the teacher 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 teacher who is obligated 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 teacher 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, a teacher shall be granted leave with pay subject to approval of the Superintendent, or local administrator, if the Superintendent cannot be contacted in time. Each teacher may 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).

I. Maternity Leave

Maternity and adoptive leave shall comply with Family Leave Acts; “Alaska Family Leave Act” AFLA & “The Family and Medical Leave Act” (FMLA).

If a teacher has accumulated ample days within their sick leave account, upon request, up to nine weeks of leave can be charged against accumulated sick leave with the birth or adoption of a child.

The nine-week period will commence upon the birth or adoption date.

ARTICLE XII WORKING CONDITIONS

A. Automatic Rehiring

1. A tenured teacher shall be automatically rehired unless Notice of Non-Retention is received by the teacher prior to May 15.
2. A non-tenured teacher shall be automatically rehired unless Notice of Non-Retention is received by the teacher on or before May 15 or if May 15 is not a workday, the first workday thereafter.

B. Teacher-Initiated Transfer

1. A transfer or reassignment request may be initiated by any teacher.
2. The Board agrees when filling teaching vacancies and new teaching positions to consult teacher 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 teachers 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.

C. District-Initiated Transfer

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

2. The May 1 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 a teacher experienced in the District's programs.
3. A teacher 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. The teacher must communicate their decision to the Superintendent or Director of Personnel within 30 days of notification of involuntary transfer.
4. After the beginning of the school year, involuntary transfers shall be contingent on the teacher's customary/reasonable personal and professional property arriving at a new site prior to the commencement of teaching responsibilities at the new site. It shall be the teacher's responsibility to pack, label, and ensure that his/her property is readied for transport by the District. A teacher involuntarily transferred, after the beginning of the school year, will be reimbursed for loss due to having to break a lease, forfeit a deposit, and/or up to one month's rent lost as a result of the transfer.
5. In addition to transportation the District shall reimburse parcel post and/or air freight to a maximum of \$1,500 per contract, for customary and reasonable moving expenses for teachers involuntarily transferred. Except for summer transfers, travel and administrative leave will be provided to the site to secure housing prior to the transfer.
6. Teaching couples shall not be separated through an involuntary transfer unless mutually agreed upon by the teachers and the administration or unless the transfer is mandated by a lack of a position for one member of the couple.
7. A teacher 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 teacher by written notice to his/her summer address (via certified mail or email) and a phone call to his/her summer telephone number on file with the District.

D. Personnel Files

All teachers' permanent files and site files shall be maintained under the following conditions:

1. The permanent personnel files or any duplicate thereof shall be housed in the District Office and shall be open only to the Superintendent and appropriate designee(s). Material in the files, subsequent to employment in the District, shall be open to a teacher for inspection, upon advance notice, in the presence of the Superintendent during normal working hours. The file shall not be removed from the District Office, except as required by law or proceedings during a Board hearing or arbitration.
2. A teacher shall be sent a copy of all materials placed in his/her file at the time of its insertion in the file, except for material originating from or signed by the teacher.

3. Evaluation forms and other documents by supervisors pertaining to a teacher's performance shall be placed in a teacher's personnel file.
4. Material which is derogatory to a teacher regarding the teacher's conduct, service, character, or personality shall not be placed in the personnel file until the teacher has had an opportunity to read the material. The teacher shall acknowledge that he/she has read such material by affixing his/her signature to the copy to be filed. Such signature does not indicate agreement with the contents of the material.
5. No material, subsequent to employment in the District, in a teacher's personnel file shall be removed without the consent of the Superintendent and the teacher. Material which is shown to be factually inaccurate through the grievance procedure shall be removed from the file.
6. A teacher has the right to respond in writing within thirty (30) days after receipt of any material that is to be filed in his/her permanent file; said response shall be attached to the original/relevant document and included in the file.

E. Requests for Personnel File Copies

A teacher shall be entitled to a copy of his/her permanent and site files upon written request at a cost of twenty-five (\$.25) cents per page.

ARTICLE XIII REDUCTION IN FORCE OF TENURED TEACHERS

- A. For purposes of this Article, a reduction in force is defined as the nonretention of a tenured teacher 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 nonretention 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 teacher not retained will be given recall preference if the following conditions prevail:
 1. The teacher is an active candidate.
 2. The teacher meets the job qualifications for the position, i.e., certification (endorsement) and experience requirements.
 3. The teacher 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 nonretention and recall.
- F. A tenured teacher who is nonretained due to a reduction in force shall be accorded recall rights for one (1) year unless the teacher specifically waives this right in writing. Said recall rights are lost if a certificated position is offered by the District via (1) phone call, or (2) certified letter, and the teacher fails to accept it within ten (10) days of offer, or notice of attempted delivery of offer, or if he/she accepts employment with another District. The teacher 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 teacher the District is unable to contact due to that teacher not providing the District with a current address.
- G. No new teachers shall be hired until all nonretained tenured teachers satisfying the requirements listed above in D have been recalled.
- H. Teachers who are nonretained shall have the option of purchasing coverage under the District's health insurance plan.

ARTICLE XIV GRIEVANCE PROCEDURE

- A. For the purpose of this Agreement, a grievance is defined as an alleged violation of this Agreement.
- B. A grievant is a teacher(s) or the Association. When the Association files a grievance on behalf of a teacher or teachers, the Association shall notify all potentially affected teachers 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 teacher shall promptly attempt to resolve the grievance informally between the teacher and his/her immediate supervisor.

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

If a teacher does not submit his/her grievance to the supervisor within fifteen (15) school days after the facts upon which the grievance is based first occur or first become known to the teacher, the grievance will be deemed waived. The aggrieved teacher may be accompanied by one member of the Association when presenting the written

grievance.

The supervisor will reply in writing to the teacher 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 teacher wishes to appeal the grievance to Step 2, the teacher 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 teacher 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 teacher wishes to appeal to Step 3, the grievant may appeal the Superintendent's disposition to the Board through the Superintendent. If the teacher 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 twenty (20) school days of the receipt of the appeal. If administration or other staff members are involved, they shall present the facts to the Board as they see them. The Board shall render its decision with respect to the grievant within ten (10) school 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 schedule 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 XV SALARY

- A. The Salary schedule for the 2026-2027, 2027-2028 and 2028-2029 school year is attached.
- B. Commencing with the first year of this contract a Service Incentive Program will be initiated.
 1. The District will pay for one M.ED degree in Teaching and Learning with an Emphasis on Culturally Responsive Education from the University of Alaska Anchorage (UAA) School of Education per teacher.
 - a. Acceptance to and/or dismissal from the program is made at the determination of UA staff. Upon acceptance, the teacher shall inform the District of their intent to pursue the degree.
 - b. The District will provide reimbursement (gross, subject to deductions) to the employee not to include an amount greater than the employee personally paid for the degree. This shall exclude late and other avoidable fees.
 - i. Upon completion of the program, certified staff must provide receipts and official transcript for reimbursement. It is the teacher's responsibility to report it to the District in order to be reimbursed no later than June 1 of the year they complete the program.
 - ii. Reimbursement from the district, upon completion of the degree, will only cover years the teacher is employed by the District.
 - iii. For certified staff currently enrolled in the M.ED degree in Teaching and Learning with an Emphasis on Culturally Responsive Education from the University of Alaska Anchorage (UAA) School of Education, the District will reimburse all credits completed after the start of this contract, upon submittal of receipts and official transcript.
 - c. Upon completion of the M.ED degree in Teaching and Learning with an Emphasis on Culturally Responsive Education from the University of Alaska Anchorage (UAA) School of Education, the employee will be eligible for an addition six-thousand dollar (\$6,000) (gross, subject to deductions) service incentive at the completion of an additional two (2) consecutive years of service with Lake and Peninsula School District.

- d. The District reserves the right to terminate this clause at any time if the program is terminated. In the event the District withdraws this provision, the District will adhere to all agreements outlined in this section for certified staff previously enrolled within the program. Employees will receive these benefits as long as they were enrolled in the program prior to termination of this clause, and they complete the program.
 - 2. If the employee chooses not to enroll in the aforementioned [M.ED](#) degree in Teaching and Learning with an Emphasis on Culturally Responsive Education from the University of Alaska Anchorage (UAA) School of Education, they will receive a one time Service Incentive of six- thousand dollars (\$6,000) (gross, subject to deductions) at the completion of three (3) consecutive years of service with Lake and Peninsula School District, which will be paid on the May payroll.
 - 3. Any certified staff previously enrolled in the 5 (five) year \$10,000 Service Incentive program, which was in effect in the previous contract, can opt to stay in that program or change to one of the incentive programs listed in this contract. Individuals eligible for the 5 (five) year \$10,000 service incentive program need to notify the District that they are staying in the 5 (five) year program by September 30, 2026 or they will automatically be enrolled in the 3 (three) year \$6000 program.
- C. Commencing with the first year of this contract, a Retention Incentive Program will be initiated based on the turnover rates at the end of the 2025-2026 school year, and each year thereafter for the duration of this contract.
- 1. If a site has at least fifty percent (50%) of the certified staff covered under this agreement leave/turnover in the previous year, any returning staff to that site will receive a Retention Incentive of two-thousand dollars (\$2,000) (gross, subject to deductions), which will be paid on the May payroll.*
 - 2. If a site has one hundred percent (100%) of the certified staff covered under this agreement leave/turnover, any staff who complete the following two full consecutive years at that site will receive a Retention Incentive of three-thousand dollars (\$3,000) (gross, subject to deductions), which will be paid on the May payroll.*

*An employee cannot qualify for both C1 and C2 in the same contract year.

ARTICLE XVI PLACEMENT

- A. All teaching experience will be credited for placement on the Salary Schedule.

In year one of this agreement, returning staff can be credited for out of state experience by completing an employment verification form, and once verified by the District, will be placed at the appropriate step based on years of service.

- B. Vertical step increases shall be limited to one per year.

ARTICLE XVII CREDIT HOURS FOR ADDITIONAL SALARY

- A. Hours of credit must have been earned subsequent to the granting of the Bachelor's Degree and qualification for an Alaska teaching certificate that would allow the member to be hired as a certified teacher. Notwithstanding the above, required course work needed to attain a professional certificate shall not be used for salary placement.
- B. The hours must have been earned toward an advanced Degree and/or to improve professional competence in the classroom or toward an approved specialized role in the school.
- C. Within a period of five years, credits cannot be duplicated for the purpose of salary advancement.
- D. Credits for advancement on the salary scale taken after employment in the District must be approved by the Superintendent.
- E. Credits must have been earned previous to September 1, and a record from the college or university placed in the office of the District Superintendent not later than September 20 of the school year for which they apply, and this is to be followed by the official transcript no later than October 15 of the school year for which they apply. After November 15, a teacher's contract shall not be reduced due to re-evaluation of credits for placement.
- F. All courses, including correspondence courses, must be from an accredited college or university.

ARTICLE XVIII HEAD TEACHER PAY

The schedule of extra-duty compensation for Head Teachers is:

A flat amount of \$6,900.00/school year in the first and second year of Head Teacher with LPSD.

A flat amount of \$8,050.00/school year after two years as Head Teacher with LPSD.

In coordination with the Superintendent or designee, and teacher, it is determined because of site needs that ample time can be allocated within the contract day to perform the duties and responsibilities of the Head Teacher, the position will not be paid the above extra duty amounts.

ARTICLE XIX EXTRA DUTY COMPENSATION

- A. Compensation Schedule.

Activity Compensation

Basketball Coach (both boys & girls) 6% of Base

Volleyball Coach 6% of Base
Cross-Country Running Coach..... 4% of Base

- B. An increment of 5% above the schedule amount will be paid for each year of experience within the specific duty assignment up to a maximum of four years in the District.
- C. Compensation shall be paid only where bona-fide coaching took place, an appropriate place for practice is available, regular practices were held with teams.
- D. A written added duty contract will be signed prior to the beginning of the activities listed above in Section A, as well as for additional extra duty contracts approved by the District Administration and offered for the current contract year.
- E. Compensation is approved only where a regular sports and activity schedule is adhered to and when the activity occurs outside of the workday.
- F. Coaching assignments are for one year only and subject to reassignment each year.
- G. Establishment of a coaching role in a particular sport at a particular location shall be at the recommendation of the Principal or Head Teacher, with the approval of the District Office Administration.
- H. The compensation will be pro-rated if the season is cut short. For non-ASAA and/or Region I club activities the season shall be the number of student days available each year.
- I. Each certificated chaperone, except a coach, who is away from site over night with students attending a District sponsored activity will receive \$100.00 per diem per meet. Each certificated chaperone supervising students who are attending a District Academic Athletic meet at their school site will receive \$50.00 per diem per meet.

ARTICLE XX BENEFITS

A. Travel Pay

Annual travel will be allowed for District teachers once each contract year for commercial (seat or coach) round trip fare to his/her teaching station from Anchorage. Also, one additional round trip fare for south area teachers from their duty station to Anchorage, north area teachers from their station to Iliamna (seat or coach).

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. However, return fare for the Anchorage trip will be forfeited by a teacher if he/she does not fulfill his/her contract.

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

B. Freight Reimbursement

While employed at a south site, which include Levelock and all sites south of King Salmon, teachers will be reimbursed for up to \$1000 of freight costs. Receipts will be submitted to Payroll all at once by May 1 each year. Reimbursement will be paid out on the May payroll.

C. Health Insurance

The District shall offer a group health care plan, including a Standard Plan Design and an High Deductible Health Plan (HDHP) Design, with benefits comparable to the Lake & Peninsula School District Health Care Plan, Effective Date: January 1, 1997, Restatement Date: July 1, 2012 (as amended to date), which plan may be amended as and to the extent required by law except that the Standard Plan Design shall provide the following effective July 1, 2018:

- ξ Deductible: 300/900
- ξ Coinsurance: 85%
- ξ Out of Pocket Maximum: \$2,000
- ξ Employee Premium Share:
 - o EE - \$100/month
 - o EE+SP - \$150/month
 - o EE+CH - \$150/month
 - o EE+SP+CH - \$200/month

The District shall organize a committee to look at potential adjustments to improve the Lake & Peninsula Health Care Plan Design. LPEA and the District Administration will be equally represented on that committee.

ARTICLE XXI DURATION

The term of this agreement shall be three years, becoming effective on July 1, 2026, and remain in full force and effect until it expires on June 30, 2029.

DATE OF RATIFICATION

FOR THE LAKE AND PENINSULA SCHOOL DISTRICT:

_____ BOARD CHAIRPERSON

DATE: _____

FOR THE LAKE AND PENINSULA EDUCATION ASSOCIATION:

_____ UNION REPRESENTATIVE

DATE: _____

APPENDIX A

**2026-2027
THE LAKE AND PENINSULA SCHOOL DISTRICT
TEACHER SALARY SCHEDULE
172 DAYS**

YRS EXP	BA		BA18		BA36/MA		BA54/MA18		BA72/MA36	
	<u>SALARY</u>	<u>INDEX</u>	<u>SALARY</u>	<u>INDEX</u>	<u>SALARY</u>	<u>INDEX</u>	<u>SALARY</u>	<u>INDEX</u>	<u>SALARY</u>	<u>INDEX</u>
0	\$51,772	1.00	\$54,237	1.048	\$56,702	1.095	\$59,168	1.143	\$61,633	1.190
1	\$53,744	1.038	\$56,209	1.086	\$58,675	1.133	\$61,140	1.181	\$63,605	1.229
2	\$55,716	1.076	\$58,182	1.124	\$60,647	1.171	\$63,112	1.219	\$65,578	1.267
3	\$57,688	1.114	\$60,154	1.162	\$62,619	1.210	\$65,084	1.257	\$67,550	1.305
4	\$59,661	1.152	\$62,126	1.200	\$64,591	1.248	\$67,057	1.295	\$69,522	1.343
5	\$61,633	1.190	\$64,098	1.238	\$66,564	1.286	\$69,029	1.333	\$71,494	1.381
6	\$63,605	1.229	\$66,071	1.276	\$68,536	1.324	\$71,001	1.371	\$73,467	1.419
7	\$65,577	1.267	\$68,043	1.314	\$70,508	1.362	\$72,973	1.410	\$75,439	1.457
8	\$67,549	1.305	\$70,015	1.352	\$72,480	1.400	\$74,946	1.448	\$77,411	1.495
9	\$69,523	1.343	\$71,987	1.390	\$74,453	1.438	\$76,918	1.486	\$79,383	1.533
10			\$73,960	1.429	\$76,425	1.476	\$78,890	1.524	\$81,356	1.571
11					\$78,397	1.514	\$80,863	1.562	\$83,328	1.610
12							\$82,835	1.600	\$85,300	1.648
13									\$87,272	1.686

*In years where there is no percent increase, teachers in cell BA72/MA36(13) will get the equivalent of a step salary increase.

APPENDIX A

**2027-2028
THE LAKE AND PENINSULA SCHOOL DISTRICT
TEACHER SALARY SCHEDULE
172 DAYS**

YRS EXP	BA		BA18		BA36/MA		BA54/MA18		BA72/MA36	
	SALARY	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY	INDEX
0	\$52,284	1.00	\$54,774	1.048	\$57,263	1.095	\$59,753	1.143	\$62,243	1.190
1	\$54,276	1.038	\$56,765	1.086	\$59,255	1.133	\$61,745	1.181	\$64,234	1.229
2	\$56,267	1.076	\$58,757	1.124	\$61,247	1.171	\$63,736	1.219	\$66,226	1.267
3	\$58,259	1.114	\$60,749	1.162	\$63,238	1.210	\$65,728	1.257	\$68,218	1.305
4	\$60,251	1.152	\$62,740	1.200	\$65,230	1.248	\$67,720	1.295	\$70,210	1.343
5	\$62,243	1.190	\$64,732	1.238	\$67,222	1.286	\$69,712	1.333	\$72,201	1.381
6	\$64,234	1.229	\$66,724	1.276	\$69,214	1.324	\$71,703	1.371	\$74,193	1.419
7	\$66,226	1.267	\$68,716	1.314	\$71,205	1.362	\$73,695	1.410	\$76,185	1.457
8	\$68,217	1.305	\$70,708	1.352	\$73,197	1.400	\$75,687	1.448	\$78,177	1.495
9	\$70,210	1.343	\$72,699	1.390	\$75,189	1.438	\$77,679	1.486	\$80,168	1.533
10			\$74,691	1.429	\$77,181	1.476	\$79,670	1.524	\$82,160	1.571
11					\$79,173	1.514	\$81,662	1.562	\$84,152	1.610
12							\$83,654	1.600	\$86,144	1.648
13									\$88,135	1.686

*In years where there is no percent increase, teachers in cell BA72/MA36(13) will get the equivalent of a step salary increase.

APPENDIX A

2028-2029
 THE LAKE AND PENINSULA SCHOOL DISTRICT
 TEACHER SALARY SCHEDULE
 172 DAYS

YRS EXP	BA		BA18		BA36/MA		BA54/MA18		BA72/MA36	
	<u>SALARY</u>	<u>INDEX</u>	<u>SALARY</u>	<u>INDEX</u>	<u>SALARY</u>	<u>INDEX</u>	<u>SALARY</u>	<u>INDEX</u>	<u>SALARY</u>	<u>INDEX</u>
0	\$52,797	1.00	\$55,311	1.048	\$57,825	1.095	\$60,339	1.143	\$62,854	1.190
1	\$54,808	1.038	\$57,322	1.086	\$59,836	1.133	\$62,350	1.181	\$64,865	1.229
2	\$56,819	1.076	\$59,333	1.124	\$61,848	1.171	\$64,362	1.219	\$66,876	1.267
3	\$58,830	1.114	\$61,345	1.162	\$63,859	1.210	\$66,373	1.257	\$68,887	1.305
4	\$60,842	1.152	\$63,356	1.200	\$65,870	1.248	\$68,384	1.295	\$70,898	1.343
5	\$62,854	1.190	\$65,367	1.238	\$67,882	1.286	\$70,396	1.333	\$72,910	1.381
6	\$64,865	1.229	\$67,379	1.276	\$69,893	1.324	\$72,407	1.371	\$74,921	1.419
7	\$66,876	1.267	\$69,390	1.314	\$71,904	1.362	\$74,418	1.410	\$76,932	1.457
8	\$68,887	1.305	\$71,401	1.352	\$73,915	1.400	\$76,430	1.448	\$78,944	1.495
9	\$70,899	1.343	\$73,413	1.390	\$75,927	1.438	\$78,441	1.486	\$80,955	1.533
10			\$75,424	1.429	\$77,938	1.476	\$80,452	1.524	\$82,966	1.571
11					\$79,949	1.514	\$82,463	1.562	\$84,978	1.610
12							\$84,475	1.600	\$86,989	1.648
13									\$89,000	1.686

*In years where there is no percent increase, teachers in cell BA72/MA36(13) will get the equivalent of a step salary increase.