

To: Lake and Peninsula School District School Board

From: Kasie Luke, Superintendent

Date: May 7, 2026

Subject: May 13, 2026: Work Session: Out of District Hiring Processes

I. Historical School Board Guidance

In February 2025, the Board directed the Superintendent to implement a strategic directive to transition District Office roles from out-of-region to our Borough, with a focus on the next 1 to 3-year period (attached). This initiative focuses on prioritizing employment within Lake and Peninsula Borough communities through natural attrition while maintaining the district's operational stability.

II. Progress on Action Plan

2025-2026, Year 1

In-District & In-Region Preference: Initial recruitment focused on "in-district and in-region preferred" candidates.

Relocation Support: For qualified candidates who do not currently reside in an LPSD community, the district will offer placement in communities where housing and office space have been verified as available.

Broadening the Search: If no qualified applicants are identified within 10 days of an in-district or regional posting, the recruitment is opened to candidates for the King Salmon Office, Palmer Office, and potentially remote locations to ensure essential roles are filled promptly.

Year 2, 2026-2027

Transitioning Roles: LPSD has effectively transitioned all Principals and Principal Teachers to school sites (Port Alsworth, Kokhanok, Newhalen, Port Heiden, and Perryville) and hosted a Technology Support position in Port Alsworth.

Defining Remote Parameters: To ensure stability, the district is reviewing BP/AR 4180/4280/4380 to clarify "remote" status, specifically distinguishing between staff in the Palmer/King Salmon offices and those in the Lake and Pen Borough locations. Administration will explore salary shifts or stipend incentives to encourage both new hires and current remote staff to relocate to the region.

III. Infrastructure & Housing Coordination

A primary goal remains the placement of LPSD staff with our Borough communities with verified housing and workspace. While the *2025 Borough Comprehensive Plan* outlines long-term housing improvements, real-time data on move-in-ready units is still pending. The district continues to coordinate with Tribal Leaders and the Borough Manager to identify local housing opportunities to facilitate these moves.

IV. Partnership Advocacy

Ongoing advocacy with the Borough and Tribal partners is essential to secure the housing data required to ensure this plan succeeds without disrupting student services. We must bridge the gap between our hiring goals and the region's housing reality.

V. Specific Asks for LPSD School Board Advocacy of the Current Plan

Housing Reporting Mandate: The School Board requests that the Borough Manager provide a monthly standing report on "move-in-ready" units within our communities.

Approved Locations in Administrative Regulation (AR): The School Board identifies approved locations to be added to the AR, thereby pre-identifying which roles are eligible for remote (outside of the Borough) status if a local candidate is unavailable, providing certainty during the contract approval process. An AR allows for Board guidance and input, yet through the Superintendent, recommendations are made in the best interest of the District.

Tribal Partnership for Workspace: School Board requests assistance in securing formal agreements with local entities within our communities to identify underutilized workspaces that can be converted for potential district-wide use.

Community Readiness Support: The District will maintain information (once acquired) regarding:

- **Housing:** identification of move-in-ready units for staff
- **Workspace:** verification of functional office space at the community level, if space does not exist in the school
- **Broadband:** connectivity levels to ensure staff can perform their duties
- **Community supports** - essential services for staff placement, we need the Board to use its political influence to ensure all partners provide the quarterly data needed to keep it accurate.

LPSD needs the School Board to use its influence to ensure partners provide the quarterly data needed to maintain accurate information.