

THE LAKE AND PENINSULA SCHOOL DISTRICT
Work Session AGENDA
May 13, 2026, 9:00 AM

Agenda

- | | |
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| 1. 2026-2027 LPSD Calendars | |
| a. 2026-2027 School Calendars | 2 |
| b. 2026-2027 Activities Calendar | 12 |
| 2. Classified Pay Scales FY27-30 | 13 |
| 3. Review School Board Directive: Out-of-District Hiring Processes | 17 |

CHIGNIK LAKE School Calendar 2026-2027

District Name: LPSD														School: Chignik Lake															
Approved By:														Title: 2026-2027 SCHOOL CALENDAR															
July 2026							August 2026							September 2026							October 2026								
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S		
				1	2	3	4							1			1	2	3	4	5						1	2	3
																	O	S	S	S							S	S	
5	6	7	8	9	10	11	2	3	4	5	6	7	8	6	7	8	9	10	11	12	4	5	6	7	8	9	10		
															H	S	S	S	S			S	S	S	S	S			
12	13	14	15	16	17	18	9	10	11	12	13	14	15	13	14	15	16	17	18	19	11	12	13	14	15	16	17		
																I	S	S	S	S		S	S	S	S	S			
19	20	21	22	23	24	25	16	17	18	19	20	21	22	20	21	22	23	24	25	26	18	19	20	21	22	23	24		
										NI	NI			S	S	S	S	I		S	S	I	I	I	I				
26	27	28	29	30	31		23	24	25	26	27	28	29	27	28	29	30			25	26	27	28	29	30	31			
										I	I	I		S	S	S				W	S	S	S	E					

LPSD Distance/LVHS School Calendar 2026-2027

District Name: LPSD School: Lakeview Homeschool and LPSD Distance Program
 Approved By: Title: 2026-2027 SCHOOL CALENDAR

July 2026							August 2026							September 2026							October 2026									
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S			
				1	2	3	4							1			1	2	3	4	5							1	2	3
																	O	DB	S	S								S	S	
5	6	7	8	9	10	11	2	3	4	5	6	7	8	6	7	8	9	10	11	12	4	5	6	7	8	9	10			
															H	S	S	S	S			S	S	S	S	S				
12	13	14	15	16	17	18	9	10	11	12	13	14	15	13	14	15	16	17	18	19	11	12	13	14	15	16	17			
																I	S	S	S	S		S	S	S	S	S				
19	20	21	22	23	24	25	16	17	18	19	20	21	22	20	21	22	23	24	25	26	18	19	20	21	22	23	24			
										NI	NI			S	S	S	S	I		S	S	I	I	I	I					
26	27	28	29	30	31		23	24	25	26	27	28	29	27	28	29	30			25	26	27	28	29	30	31				
										I	I	I		S	S	S				W	S	S	S	E						
																				</										

IGIUGIG School Calendar 2026-2027

District Name: LPSD														School: Igiugig														
Approved By:														Title: 2026-2027 SCHOOL CALENDAR														
July 2026				August 2026				September 2026				October 2026																
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
				1	2	3	4						1			1	2	3	4	5					1	2	3	
																O	S	S	S					S	S			
5	6	7	8	9	10	11	2	3	4	5	6	7	8	6	7	8	9	10	11	12	4	5	6	7	8	9	10	
														H	S	S	S	S		S	S	S	S	S				
12	13	14	15	16	17	18	9	10	11	12	13	14	15	13	14	15	16	17	18	19	11	12	13	14	15	16	17	
															I	S	S	S	S		S	S	S	S	S			
19	20	21	22	23	24	25	16	17	18	19	20	21	22	20	21	22	23	24	25	26	18	19	20	21	22	23	24	
										NI	NI			S	S	S	S	I		S	S	I	I	I	I			
26	27	28	29	30	31	23	24	25	26	27	28	29	27	28	29	30						25	26	27	28	29	30	31
									I	I	I			S	S	S												
						30	31																					
							W														W	S	S	S	E			
# of Inservice Days:				# of Inservice Days: 3				# of Inservice Days: 2				# of Inservice Days: 4																
# of Student Days:				# of Student Days: 0				# of Student Days: 19				# of Student Days: 18																
# of Teacher Days:				# of Teacher Days: 4				# of Teacher Days: 22				# of Teacher Days: 23																
November 2026				December 2026				January 2027				February 2027																
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
1	2	3	4	5	6	7			1	2	3	4	5						1	2	1	2	3	4	5	6		
	S	S	S	S	S				S	S	S	S							H		S	S	S	S	S			
8	9	10	11	12	13	14	6	7	8	9	10	11	12	3	4	5	6	7	8	9	7	8	9	10	11	12	13	
	S	S	S	S	S				S	S	S	S			FV	FV	FV	S	S		S	S	S	S	FI			
15	16	17	18	19	20	21	13	14	15	16	17	18	19	10	11	12	13	14	15	16	14	15	16	17	18	19	20	
	S	S	S	S	S				S	S	S	E			S	S	S	S	S		V	S	S	S	S			
22	23	24	25	26	27	28	20	21	22	23	24	25	26	17	18	19	20	21	22	23	21	22	23	24	25	26	27	
	S	S	S	H	H			V	V	V	V	H			S	S	S	S	S		S	S	S	S	S			
29	30						27	28	29	30	31			24	25	26	27	28	29	30	28							
	S							V	V	V	V				S	S	S	S	S									
															31													
# of Inservice Days: 0				# of Inservice Days: 0				# of Inservice Days: 0				# of Inservice Days: 1																
# of Student Days: 19				# of Student Days: 14				# of Student Days: 17				# of Student Days: 18																
# of Teacher Days: 21				# of Teacher Days: 15				# of Teacher Days: 18				# of Teacher Days: 19																
March 2027				April 2027				May 2027				June 2027																
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
	1	2	3	4	5	6					1	2	3							1			1	2	3	4	5	
	S	S	S	S	E						T	T																
7	8	9	10	11	12	13	4	5	6	7	8	9	10	2	3	4	5	6	7	8	6	7	8	9	10	11	12	
	S	S	S	S	S			S	S	S	S	S			S	S	S	S	C	W								
14	15	16	17	18	19	20	11	12	13	14	15	16	17	9	10	11	12	13	14	15	13	14	15	16	17	18	19	
	S	S	S	S	FI			S	S	S	S	S																
21	22	23	24	25	26	27	18	19	20	21	22	23	24	16	17	18	19	20	21	22	20	21	22	23	24	25	26	
	V	S	S	S	S			S	S	S	S	S																
28	29	30	31				25	26	27	28	29	30	23	24	25	26	27	28	29	27	28	29	30					
	T	T	T					S	S	S	S	I																
															30	31												
# of Inservice Days: 1				# of Inservice Days: 1				# of Inservice Days: 0				# of Inservice Days:																
# of Student Days: 21				# of Student Days: 21				# of Student Days: 5				# of Student Days:																
# of Teacher Days: 22				# of Teacher Days: 22				# of Teacher Days: 6				# of Teacher Days:																

C	School Closes
E	End of Quarter
H	Legal Holiday
I	Inservice Day
W	Work Day
V	Vacation Day
NI	New Teacher Induction
O	School Opens
S	Saturday School
T	Testing
X	Emergency Closure Day
FV	Flexible Vacation Day to be Used in Spring Semester

Quarter Dates	
<i>Minimum Days (2pm release) or Full Inservice Days</i>	
October 30, 2026	
December 18, 2026	
March 5, 2027	
May 7, 2027	

172 Total Teacher Days	
Student Days	152
Teacher Holidays	5
Inservice Days	12
Work Days	3

KOKHANOK School Calendar 2026-2027

District Name: LPSD														School: Kokhanok														
Approved By:														Title: 2026-2027 SCHOOL CALENDAR														
July 2026							August 2026							September 2026							October 2026							
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
				1	2	3	4						1			1	2	3	4	5					1	2	3	
																O	S	S	S					S	S			
5	6	7	8	9	10	11	2	3	4	5	6	7	8	6	7	8	9	10	11	12	4	5	6	7	8	9	10	
														H	S	S	S	S		S	S	S	S	S				
12	13	14	15	16	17	18	9	10	11	12	13	14	15	13	14	15	16	17	18	19	11	12	13	14	15	16	17	
															I	S	S	S	S		S	S	S	S	S			
19	20	21	22	23	24	25	16	17	18	19	20	21	22	20	21	22	23	24	25	26	18	19	20	21	22	23	24	
										NI	NI			S	S	S	S	I		S	S	I	I	I	I			
26	27	28	29	30	31	23	24	25	26	27	28	29	27	28	29	30						25	26	27	28	29	30	31
									I	I	I			S	S	S			W	S	S	S	E					
						30	31																					
							W																					
# of Inservice Days:							# of Inservice Days: 3							# of Inservice Days: 2							# of Inservice Days: 4							
# of Student Days:							# of Student Days: 0							# of Student Days: 19							# of Student Days: 18							
# of Teacher Days:							# of Teacher Days: 4							# of Teacher Days: 22							# of Teacher Days: 23							
November 2026							December 2026							January 2027							February 2027							
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
1	2	3	4	5	6	7			1	2	3	4	5						1	2		1	2	3	4	5	6	
	S	S	S	S	S				S	S	S	S							H		S	S	S	S	S			
8	9	10	11	12	13	14	6	7	8	9	10	11	12	3	4	5	6	7	8	9	7	8	9	10	11	12	13	
	S	S	S	S	S			S	S	S	S	S			FV	FV	FV	S	S		S	S	S	S	FI			
15	16	17	18	19	20	21	13	14	15	16	17	18	19	10	11	12	13	14	15	16	14	15	16	17	18	19	20	
	S	S	S	S	S			S	S	S	S	E			S	S	S	S	S		S	S	S	S	S			
22	23	24	25	26	27	28	20	21	22	23	24	25	26	17	18	19	20	21	22	23	21	22	23	24	25	26	27	
	S	S	S	H	H			V	V	V	V	H			S	S	S	S	S		S	S	S	S	S			
29	30						27	28	29	30	31							24	25	26	27	28	29	30	28			
	S							V	V	V	V								S	S	S	S	S					
													31															
# of Inservice Days: 0							# of Inservice Days: 0							# of Inservice Days: 0							# of Inservice Days: 1							
# of Student Days: 19							# of Student Days: 14							# of Student Days: 17							# of Student Days: 19							
# of Teacher Days: 21							# of Teacher Days: 15							# of Teacher Days: 18							# of Teacher Days: 20							
March 2027							April 2027							May 2027							June 2027							
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
	1	2	3	4	5	6					1	2	3							1			1	2	3	4	5	
	S	S	S	S	E						T	T																
7	8	9	10	11	12	13	4	5	6	7	8	9	10	2	3	4	5	6	7	8	6	7	8	9	10	11	12	
	S	S	S	S	S			S	S	S	S	S			S	S	S	S	C	W								
14	15	16	17	18	19	20	11	12	13	14	15	16	17	9	10	11	12	13	14	15	13	14	15	16	17	18	19	
	S	S	S	S	FI			S	S	S	S	V																
21	22	23	24	25	26	27	18	19	20	21	22	23	24	16	17	18	19	20	21	22	20	21	22	23	24	25	26	
	V	S	S	S	S			S	S	S	S	S																
28	29	30	31				25	26	27	28	29	30	23	24	25	26	27	28	29	27	28	29	30					
	T	T	T					S	S	S	S	I																
													30	31														
# of Inservice Days: 1							# of Inservice Days: 1							# of Inservice Days: 0							# of Inservice Days:							
# of Student Days: 21							# of Student Days: 20							# of Student Days: 5							# of Student Days:							
# of Teacher Days: 22							# of Teacher Days: 21							# of Teacher Days: 6							# of Teacher Days:							

C	School Closes
E	End of Quarter
H	Legal Holiday
I	Inservice Day
W	Work Day
V	Vacation Day
NI	New Teacher Induction
O	School Opens
S	Saturday School
T	Testing
X	Emergency Closure Day
FV	Flexible Vacation Day to be Used in Spring Semester

Quarter Dates	
Minimum Days (2pm release) or Full Inservice Days	
October 30, 2026	
December 18, 2026	
March 5, 2027	
May 7, 2027	

172 Total Teacher Days	
Student Days	152
Teacher Holidays	5
Inservice Days	12
Work Days	3

MESHIK School Calendar 2026-2027

District Name: LPSD													School: MESHIK															
Approved By:													Title: 2026-2027 SCHOOL CALENDAR															
July 2026				August 2026				September 2026				October 2026																
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
				1	2	3	4						1			1	2	3	4	5						1	2	3
																O	S	S	S						S	S		
5	6	7	8	9	10	11	2	3	4	5	6	7	8	6	7	8	9	10	11	12	4	5	6	7	8	9	10	
														H	S	S	S	S		S	S	S	S	S	S			
12	13	14	15	16	17	18	9	10	11	12	13	14	15	13	14	15	16	17	18	19	11	12	13	14	15	16	17	
														I	S	S	S	S		S	S	S	S	S	S			
19	20	21	22	23	24	25	16	17	18	19	20	21	22	20	21	22	23	24	25	26	18	19	20	21	22	23	24	
										NI	NI			S	S	S	S	I		S	S	I	I	I	I			
26	27	28	29	30	31	23	24	25	26	27	28	29	27	28	29	30						25	26	27	28	29	30	31
								I	I	I				S	S	S				W	S	S	S	E				
						30	31																					
							W																					
# of Inservice Days:				# of Inservice Days: 3				# of Inservice Days: 2				# of Inservice Days: 4																
# of Student Days:				# of Student Days: 0				# of Student Days: 19				# of Student Days: 18																
# of Teacher Days:				# of Teacher Days: 4				# of Teacher Days: 22				# of Teacher Days: 23																
November 2026				December 2026				January 2027				February 2027																
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
1	2	3	4	5	6	7			1	2	3	4	5						1	2	1	2	3	4	5	6		
	S	S	S	S	S				S	S	S	S							H			S	S	S	S	S		
8	9	10	11	12	13	14	6	7	8	9	10	11	12	3	4	5	6	7	8	9	7	8	9	10	11	12	13	
	S	S	S	S	S			S	S	S	S	S			V	V	V	V	V		S	S	S	S	I			
15	16	17	18	19	20	21	13	14	15	16	17	18	19	10	11	12	13	14	15	16	14	15	16	17	18	19	20	
	S	S	S	S	S			S	S	S	S	E			S	S	S	S	S		S	S	S	S	S			
22	23	24	25	26	27	28	20	21	22	23	24	25	26	17	18	19	20	21	22	23	21	22	23	24	25	26	27	
	S	S	S	H	H			V	V	V	V	H			S	S	S	S	S		S	S	S	S	S			
29	30						27	28	29	30	31		24	25	26	27	28	29	30	28								
	S							V	V	V	V			S	S	S	S	S										
													31															
# of Inservice Days: 0				# of Inservice Days: 0				# of Inservice Days: 0				# of Inservice Days: 1																
# of Student Days: 19				# of Student Days: 14				# of Student Days: 15				# of Student Days: 19																
# of Teacher Days: 21				# of Teacher Days: 15				# of Teacher Days: 16				# of Teacher Days: 20																
March 2027				April 2027				May 2027				June 2027																
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
	1	2	3	4	5	6					1	2	3							1			1	2	3	4	5	
	S	S	S	S	E						T	T																
7	8	9	10	11	12	13	4	5	6	7	8	9	10	2	3	4	5	6	7	8	6	7	8	9	10	11	12	
	S	S	S	S	I			S	S	S	S	S			S	S	S	S	C	W								
14	15	16	17	18	19	20	11	12	13	14	15	16	17	9	10	11	12	13	14	15	13	14	15	16	17	18	19	
	S	S	S	S	S			S	S	S	S	S																
21	22	23	24	25	26	27	18	19	20	21	22	23	24	16	17	18	19	20	21	22	20	21	22	23	24	25	26	
	S	S	S	S	S			S	S	S	S	S																
28	29	30	31				25	26	27	28	29	30	23	24	25	26	27	28	29	27	28	29	30					
	T	T	T					S	S	S	S	I																
													30	31														
# of Inservice Days: 1				# of Inservice Days: 1				# of Inservice Days: 0				# of Inservice Days:																
# of Student Days: 22				# of Student Days: 21				# of Student Days: 5				# of Student Days:																
# of Teacher Days: 23				# of Teacher Days: 22				# of Teacher Days: 6				# of Teacher Days:																

C	School Closes
E	End of Quarter
H	Legal Holiday
I	Inservice Day
W	Work Day
V	Vacation Day
NI	New Teacher Induction
O	School Opens
S	Saturday School
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X	Emergency Closure Day
FV	Flexible Vacation Day to be Used in Spring Semester

Quarter Dates
<i>Minimum Days (2pm release) or Full Inservice Days</i>
October 30, 2026
December 18, 2026
March 5, 2027
May 7, 2027

172 Total Teacher Days	
Student Days	152
Teacher Holidays	5
Inservice Days	12
Work Days	3

NEWHALEN School Calendar 2026-2027

District Name: LPSD		School:																												
Approved By:		Title: 2026-2027 SCHOOL CALENDAR																												
July 2026							August 2026							September 2026							October 2026									
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S			
				1	2	3	4							1			1	2	3	4	5							1	2	3
																	O	S	S	S								S	S	
5	6	7	8	9	10	11	2	3	4	5	6	7	8	6	7	8	9	10	11	12	4	5	6	7	8	9	10			
														H	S	S	S	S			S	S	S	S	S					
12	13	14	15	16	17	18	9	10	11	12	13	14	15	13	14	15	16	17	18	19	11	12	13	14	15	16	17			
														I	S	S	S	S			S	S	S	S	S					
19	20	21	22	23	24	25	16	17	18	19	20	21	22	20	21	22	23	24	25	26	18	19	20	21	22	23	24			
										NI	NI			S	S	S	S	I			S	S	I	I	I	I				
26	27	28	29	30	31		23	24	25	26	27	28	29	27	28	29	30				25	26	27	28	29	30	31			
										I	I	I			S	S	S					W	S	S	S	E				
							30	31																						
								W																						
# of Inservice Days:							# of Inservice Days: 3							# of Inservice Days: 2							# of Inservice Days: 4									
# of Student Days:							# of Student Days: 0							# of Student Days: 19							# of Student Days: 18									
# of Teacher Days:							# of Teacher Days: 4							# of Teacher Days: 22							# of Teacher Days: 23									
November 2026							December 2026							January 2027							February 2027									
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S			
1	2	3	4	5	6	7			1	2	3	4	5							1	2	1	2	3	4	5	6			
	S	S	S	S	S				S	S	S	S								H			S	S	S	S	S			
8	9	10	11	12	13	14	6	7	8	9	10	11	12	3	4	5	6	7	8	9	7	8	9	10	11	12	13			
	S	S	S	S	S			S	S	S	S	S			FV	FV	FV	S	S			S	S	S	S	S				
15	16	17	18	19	20	21	13	14	15	16	17	18	19	10	11	12	13	14	15	16	14	15	16	17	18	19	20			
	S	S	S	S	S			S	S	S	S	E			S	S	S	S	S			FI	S	S	S	S				
22	23	24	25	26	27	28	20	21	22	23	24	25	26	17	18	19	20	21	22	23	21	22	23	24	25	26	27			
	S	S	S	H	H			V	V	V	V	H			S	S	S	S	S			S	S	S	S	S				
29	30						27	28	29	30	31			24	25	26	27	28	29	30	28									
	S							V	V	V	V				S	S	S	S	S											
														31																
# of Inservice Days: 0							# of Inservice Days: 0							# of Inservice Days: 0							# of Inservice Days: 1									
# of Student Days: 19							# of Student Days: 14							# of Student Days: 17							# of Student Days: 19									
# of Teacher Days: 21							# of Teacher Days: 15							# of Teacher Days: 18							# of Teacher Days: 20									
March 2027							April 2027							May 2027							June 2027									
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S			
	1	2	3	4	5	6					1	2	3							1			1	2	3	4	5			
	S	S	S	S	E						T	T																		
7	8	9	10	11	12	13	4	5	6	7	8	9	10	2	3	4	5	6	7	8	6	7	8	9	10	11	12			
	S	S		FI	V			S	S	S	S	S			S	S	S	S	C	W										
14	15	16	17	18	19	20	11	12	13	14	15	16	17	9	10	11	12	13	14	15	13	14	15	16	17	18	19			
	V	S	S	S	S			S	S	S	S	S																		
21	22	23	24	25	26	27	18	19	20	21	22	23	24	16	17	18	19	20	21	22	20	21	22	23	24	25	26			
	S	S	S	S	S			S	S	S	S	S																		
28	29	30	31				25	26	27	28	29	30		23	24	25	26	27	28	29	27	28	29	30						
	T	T	T					S	S	S	S	I																		
														30	31															
# of Inservice Days: 1							# of Inservice Days: 1							# of Inservice Days: 0							# of Inservice Days:									
# of Student Days: 20							# of Student Days: 21							# of Student Days: 5							# of Student Days:									
# of Teacher Days: 21							# of Teacher Days: 22							# of Teacher Days: 6							# of Teacher Days:									

C	School Closes
E	End of Quarter
H	Legal Holiday
I	Inservice Day
W	Work Day
V	Vacation Day
NI	New Teacher Induction
O	School Opens
S	Saturday School
T	Testing
X	Emergency Closure Day
FV	Flexible Vacation Day to be Used in Spring Semester

Quarter Dates	
Minimum Days (2pm release) or Full Inservice Days	
October 30, 2026	
December 18, 2026	
March 5, 2027	
May 7, 2027	

172 Total Teacher Days	
Student Days	152
Teacher Holidays	5
Inservice Days	12
Work Days	3

NONDALTON School Calendar 2026-2027

District Name: LPSD School: NONDALTON
 Approved By: Title: 2026-2027 SCHOOL CALENDAR

July 2026							August 2026							September 2026							October 2026									
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S			
				1	2	3	4							1			1	2	3	4	5							1	2	3
																	O	S	S	S								S	S	
5	6	7	8	9	10	11	2	3	4	5	6	7	8	6	7	8	9	10	11	12	4	5	6	7	8	9	10			
																H	S	S	S	S		S	S	S	S	S				
12	13	14	15	16	17	18	9	10	11	12	13	14	15	13	14	15	16	17	18	19	11	12	13	14	15	16	17			
																I	S	S	S	S		S	S	S	S	S				
19	20	21	22	23	24	25	16	17	18	19	20	21	22	20	21	22	23	24	25	26	18	19	20	21	22	23	24			
										NI	NI				S	S	S	S	I		S	S	I	I	I	I				
26	27	28	29	30	31		23	24	25	26	27	28	29	27	28	29	30			25	26	27	28	29	30	31				
										I	I	I			S	S	S				W	S	S	S	E					

PERRYVILLE School Calendar 2026-2027

District Name: LPSD School: Perryville
 Approved By: Title: 2026-2027 SCHOOL CALENDAR

July 2026							August 2026							September 2026							October 2026									
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S			
				1	2	3	4							1			1	2	3	4	5							1	2	3
																	O	S	S	S								S	S	
5	6	7	8	9	10	11	2	3	4	5	6	7	8	6	7	8	9	10	11	12	4	5	6	7	8	9	10			
															H	S	S	S	S			S	S	S	S	S				
12	13	14	15	16	17	18	9	10	11	12	13	14	15	13	14	15	16	17	18	19	11	12	13	14	15	16	17			
															I	S	S	S	S			S	S	S	S	S				
19	20	21	22	23	24	25	16	17	18	19	20	21	22	20	21	22	23	24	25	26	18	19	20	21	22	23	24			
										NI	NI			S	S	S	S	I			S	S	I	I	I	I				
26	27	28	29	30	31		23	24	25	26	27	28	29	27	28	29	30				25	26	27	28	29	30	31			
										I	I	I			S	S	S					W	S	S	S	E				

TANALIAN School Calendar 2026-2027

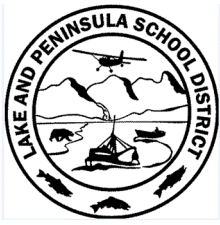
District Name: LPSD														School: TANALIAN														
Approved By: PTA LSAC & PRINCIPAL 4/15/2026														Title: 2026-2027 SCHOOL CALENDAR														
July 2026				August 2026				September 2026				October 2026																
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
				1	2	3	4						1			1	2	3	4	5					1	2	3	
																O	S	S	S					S	S			
5	6	7	8	9	10	11	2	3	4	5	6	7	8	6	7	8	9	10	11	12	4	5	6	7	8	9	10	
														H	S	S	S	S		S	S	S	S	S				
12	13	14	15	16	17	18	9	10	11	12	13	14	15	13	14	15	16	17	18	19	11	12	13	14	15	16	17	
															I	S	S	S	S		S	S	S	S	S			
19	20	21	22	23	24	25	16	17	18	19	20	21	22	20	21	22	23	24	25	26	18	19	20	21	22	23	24	
										NI	NI			S	S	S	S	I		S	S	I	I	I	I			
26	27	28	29	30	31	23	24	25	26	27	28	29	27	28	29	30						25	26	27	28	29	30	31
									I	I	I			S	S	S												
						30	31																					
							W														W	S	S	S	E			
# of Inservice Days:				# of Inservice Days: 3				# of Inservice Days: 2				# of Inservice Days: 4																
# of Student Days:				# of Student Days: 0				# of Student Days: 19				# of Student Days: 18																
# of Teacher Days:				# of Teacher Days: 4				# of Teacher Days: 22				# of Teacher Days: 23																
November 2026				December 2026				January 2027				February 2027																
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
1	2	3	4	5	6	7			1	2	3	4	5						1	2	1	2	3	4	5	6		
	S	S	S	S	S				S	S	S	S							H		S	S	S	S	S			
8	9	10	11	12	13	14	6	7	8	9	10	11	12	3	4	5	6	7	8	9	7	8	9	10	11	12	13	
	S	S	S	S	S			S	S	S	S	S		FV	S	S	S	S		S	S	S	S	I				
15	16	17	18	19	20	21	13	14	15	16	17	18	19	10	11	12	13	14	15	16	14	15	16	17	18	19	20	
	S	S	S	S	S			S	S	S	S	E		S	S	S	S	S		S	S	S	S	S				
22	23	24	25	26	27	28	20	21	22	23	24	25	26	17	18	19	20	21	22	23	21	22	23	24	25	26	27	
	S	S	S	H	H			V	V	V	V	H		S	S	S	S	S		S	S	S	S	S				
29	30						27	28	29	30	31							24	25	26	27	28	29	30	28			
	S							V	V	V	V								S	S	S	S	S					
													31															
# of Inservice Days: 0				# of Inservice Days: 0				# of Inservice Days: 0				# of Inservice Days: 1																
# of Student Days: 19				# of Student Days: 14				# of Student Days: 19				# of Student Days: 19																
# of Teacher Days: 21				# of Teacher Days: 15				# of Teacher Days: 20				# of Teacher Days: 20																
March 2027				April 2027				May 2027				June 2027																
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
	1	2	3	4	5	6					1	2	3						1			1	2	3	4	5		
	S	S	S	S	E/I						T	T																
7	8	9	10	11	12	13	4	5	6	7	8	9	10	2	3	4	5	6	7	8	6	7	8	9	10	11	12	
	S	S	S	V	V			S	S	S	S	S		S	S	S	S	C	W									
14	15	16	17	18	19	20	11	12	13	14	15	16	17	9	10	11	12	13	14	15	13	14	15	16	17	18	19	
	V	S	S	S	S			V	S	S	S	S																
21	22	23	24	25	26	27	18	19	20	21	22	23	24	16	17	18	19	20	21	22	20	21	22	23	24	25	26	
	S	S	S	S	S			S	S	S	S	S																
28	29	30	31				25	26	27	28	29	30	23	24	25	26	27	28	29	27	28	29	30					
	T	T	T					S	S	S	S	I																
													30	31														
# of Inservice Days: 1				# of Inservice Days: 1				# of Inservice Days: 0				# of Inservice Days:																
# of Student Days: 19				# of Student Days: 20				# of Student Days: 5				# of Student Days:																
# of Teacher Days: 20				# of Teacher Days: 21				# of Teacher Days: 6				# of Teacher Days:																

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October 30, 2026	
December 18, 2026	
March 5, 2027	
May 7, 2027	

172 Total Teacher Days	
Student Days	152
Teacher Holidays	5
Inservice Days	12
Work Days	3

LPSD ACTIVITIES 2026-2027 QUICK REFERENCE				
Last Updated: 5/7/2026				
Subject	Start Date	End Date	Location	
PSAT-Fall			Kacy L	CTE
ACT/Workkeys-Spring			Kacy L	Testing
ANSEP Middle School Academy App			Nathan M	Teacher Inservice/Work Day
1st day of XC	8/27/2026	10/3/2026	All Sites	
New Teacher Orientation	8/20/2026	8/21/2026	Anchorage / Site	
All Teacher Inservice	8/26/2026	8/28/2026	All Sites	
Teacher Work Day	8/31/2026		All Sites	
1st Day of School	9/1/2026		All Sites	
Labor Day- No School- Holiday	9/7/2026		All Sites	
1st day of Mix-Six/Girls V-Ball	9/9/2026		All Sites	
All Teacher Inservice	9/14/2026		All Sites	
CTE Application Due- Session I & II	9/14/2026		Jenny Shryock	
Commercial Fishing for Credit Checklist	9/14/2026		Steve Noonkeeser	
All Teacher Inservice	9/25/2026		All Sites	
Benchmark	9/8/2026	9/18/2026	Moon McCarley	
District XC Qualifier	9/19/2026		All Sites @ Sites	
Regional XC (must pass Qualifer)	9/25/2025	9/27/2025	All Sites @ Manokotak	
1st day of Wrestling	9/30/2026		ASAA	
1st day of Mix-3 V-Ball	9/30/2026		LPSD	
ASAA XC State	10/3/2026		Bartlett High School	
CTE Week I	10/5/26	10/16/2026	All Sites	
Indigenous People's Day; Full school day	10/12/2026		All Sites	
Mix 3 Volleyball	10/14/2025	10/16/2025	Perryville	
Inservice	10/21/2026	10/24/2026	Bristol Bay School Hosting	
AFN/Youth and Elders Conference	10/21/2026	10/24/2026	Anchorage	
AASG Meeting	TBD	TBD	Tri-Valley	
End of first quarter; early release at 2pm	10/30/2026		All Sites	
Daylight Savings Time; fall back one hour	11/1/2026		All Sites	
Election Day; full day of school	11/3/2026		All Sites	
CTE Week II	11/2/2026	11/13/2026	All Sites	
LPSD District volleyball	11/16/2026	11/19/2026	Tanalian	
Thanksgiving break- No School	11/26/2026	11/26/2026	All Sites	
1st day of 5 Person B-Ball	12/2/2026		ASAA	
ASAA Mix-Six V-Ball State	12/3/2026	12/5/2026	Anchorage	
CTE Application Due - Session III	12/6/2026			
Bristol Bay Youth Leadership Forum	12/4/2026	12/6/2026	Jenny Shryock BBNC / Anchorage	
Benchmark	12/7/2026	1/15/2027	Moon McCarley	
End of second quarter; early release at 2pm	12/18/2026		All sites	
State Wrestling	12/18/2026	12/19/2026	Anchorage	
Christmas Break	12/18/2026	Varies based on	All Sites	
1st day of 3 Person B-Ball	1/11/2027		LPSD	
B-Ball Jamboree North & South	1/20/2027	1/23/2027	Newhalen	
CTE Week III	1/25/2027	2/5/2027	All Sites	
Battle of the Books District	2/1/2027	2/5/2027	Elisabeth Ludwig	
HS State Battle of the Books	February		Teleconferences	
MS State Battle of the Books	February		Teleconferences	
5th/6th State Battle of the Books	February		Teleconferences	
3rd/4th State Battle of the Books	February		Teleconferences	
B-Ball Districts 3-Man	2/15/2027	2/17/2027	Nondalton	
CTE Application Due- Session IV	2/21/2026		Jenny Shryock BBNC	
B-Ball Boys Regionals 5-Man	2/24/2027	2/27/2027	King Cove	
B-Ball Girls Regionals 5-Man	2/24/2027	2/27/2027	Tanalian	
End of 3rd quarter; early release at 2pm	3/5/2027		All Sites	
Daylight Savings Time; spring forward one hour	3/14/2027		All Sites	
ASAA B-Ball State	3/10/2027	3/13/2027	Anchorage	
State Testing ELA/Math/Science AK Star	4/5/2027	4/9/2027	All Sites	
SNAP Meet	4/12/2027	4/16/2027	Newhalen	
Benchmark	TBD	TBD	Moon McCarley	
CTE Session IV	4/19/2027	4/30/2027		
NYO State	4/22/2027	4/24/2027	Anchorage	
AASG Spring Conference	4/22/2027	4/24/2027	Metlakatla	
Last Day of School/End 4th quarter	5/7/2027		All Sites	
Teacher Work Day	5/8/2027		All Sites	



THE LAKE AND PENINSULA SCHOOL DISTRICT

101 Jensen Drive
P O Box 498
King Salmon, Alaska 99613
(907) 313-3841

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



MEMORANDUM

DATE: March 9, 2026
TO: LPSD School Board
FROM: Laura Hylton, Director of Finance *Laura Hylton*
SUBJECT: Classified Pay Scale July 1, 2026 through June 30, 2030

The Classified Pay Scales are expiring on June 30, 2026 completing the 4-year handbook cycle. The pay scale is updated every four year, the last update was July 1, 2022 to June 30, 2026 the board selected 2% per year increase.

The attached pay scales are updated for a 2% annual increase to the base hourly rate. The increase is consistent with past increases and reflects the board’s commitment to LPSD’s classified staff.

Approval of the 2% each year for four years to the salary schedule is recommended. Pay scales are attached.

2% increase over 4 years is estimated to be \$127,213.

The question of increasing the starting wage B1 to \$20 is a \$2.29 increase. \$20 is often the starting wage for local entities. An increase to \$20 and the resulting index increase to the scale is estimated at \$122,169 in year 1, the 4-year increase is estimated at \$503,437.

A detailed comparison of the options is attached.

Comparison:

Classified Salary increase estimates	All fund estimate					
Levelock removed from FY26 for comparison.						
2% increase	FY26 budget	FY27 Budget	FY28 2% increase	FY29 2% increase	FY23 2% increase	
Object: Custodians Pay - 322	161,458.20	251,292.56	256,318.41	261,444.78	266,673.68	
Object: Aide Pay - 323	760,449.58	682,784.83	696,440.53	710,369.34	724,576.72	
Object: Support Pay - Non-Cert - 324	416,107.00	447,598.54	456,550.51	465,681.52	474,995.15	
Object: Maint Worker Pay - 325	319,095.00	272,422.35	277,870.80	283,428.21	289,096.78	
Object: Cook Pay - 326	145,802.00	174,960.01	178,459.21	182,028.39	185,668.96	
Object: Bus Driver Pay - 327	16,340.55	11,013.00	11,233.26	11,457.93	11,687.08	
Object: Sub/Temp Pay - 329	68,000.00	58,205.00	59,369.10	60,556.48	61,767.61	
	1,887,252.33	1,898,276.29	1,936,241.82	1,974,966.65	2,014,465.99	
					4-year estimate	
	Increase 2%	\$ 11,023.96	\$ 37,965.53	\$ 38,724.84	\$ 39,499.33	\$ 127,213.66
Increase base to \$20, \$2.29 to base						
All other steps & columns indexed	FY27 Budget	FY24 2% increase	FY24 2% increase	FY24 2% increase		
Object: Custodians Pay - 322	284,627.00	290,319.54	296,125.93	302,048.45		
Object: Aide Pay - 323	699,728.00	713,722.56	727,997.01	742,556.95		
Object: Support Pay - Non-Cert - 324	496,344.00	506,270.88	516,396.30	526,724.22		
Object: Maint Worker Pay - 325	272,422.35	277,870.80	283,428.21	289,096.78		
Object: Cook Pay - 326	194,733.00	198,627.66	202,600.21	206,652.22		
Object: Bus Driver Pay - 327	12,196.80	12,440.74	12,689.55	12,943.34		
Object: Sub/Temp Pay - 329	60,370.95	61,578.37	62,809.94	64,066.14		
	2,020,422.10	2,060,830.54	2,102,047.15	2,144,088.10		
					4-year estimate	
	Increase over 2%	\$ 122,145.81	\$ 124,588.73	\$ 127,080.50	\$ 129,622.11	\$ 503,437.15
	Increase over FY26	\$ 133,169.77				

THE LAKE AND PENINSULA SCHOOL DISTRICT
 FY 2026-27 CLASSIFIED HOURLY PAY SCHEDULE EFFECTIVE FOR WAGES PAID AFTER 7/1/2026

Range	<u>STEP 1</u>	<u>INDEX</u>	<u>STEP 2</u>	<u>INDEX</u>	<u>STEP 3</u>	<u>INDEX</u>	<u>STEP 4</u>	<u>INDEX</u>	<u>STEP 5</u>	<u>INDEX</u>
B	18.06	1.000	19.14	1.060	20.23	1.120	21.31	1.180	22.39	1.240
C	19.72	1.092	20.81	1.152	21.89	1.212	22.97	1.272	24.06	1.332
D	21.38	1.184	22.47	1.244	23.55	1.304	24.63	1.364	25.72	1.424
E	23.04	1.276	24.13	1.336	25.21	1.396	26.30	1.456	27.38	1.516
F	24.71	1.368	25.79	1.428	26.87	1.488	27.96	1.548	29.04	1.608
G	26.37	1.460	27.45	1.520	28.53	1.580	29.62	1.640	30.70	1.700
H	28.03	1.552	29.11	1.612	30.20	1.672	31.28	1.732	32.36	1.792
I	29.69	1.644	30.77	1.704	31.86	1.764	32.94	1.824	34.03	1.884
J	31.35	1.736	32.44	1.796	33.52	1.856	34.60	1.916	35.69	1.976
K	33.01	1.828	34.10	1.888	35.18	1.948	36.26	2.008	37.35	2.068
L	34.68	1.920	35.76	1.980	36.84	2.040	37.93	2.100	39.01	2.160
M	36.34	2.012	37.42	2.072	38.50	2.132	39.59	2.192	40.67	2.252
N	38.00	2.104	39.08	2.164	40.17	2.224	41.25	2.284	42.33	2.344
O	39.66	2.196	40.74	2.256	41.83	2.316	42.91	2.376	43.99	2.436
P	41.32	2.288	42.40	2.348	43.49	2.408	44.57	2.468	45.66	2.528

THE LAKE AND PENINSULA SCHOOL DISTRICT
 FY 2027-28 CLASSIFIED HOURLY PAY SCHEDULE EFFECTIVE FOR WAGES PAID AFTER 7/1/2027

Range	<u>STEP 1</u>	<u>INDEX</u>	<u>STEP 2</u>	<u>INDEX</u>	<u>STEP 3</u>	<u>INDEX</u>	<u>STEP 4</u>	<u>INDEX</u>	<u>STEP 5</u>	<u>INDEX</u>
B	18.42	1.000	19.53	1.060	20.63	1.120	21.74	1.180	22.84	1.240
C	20.11	1.092	21.22	1.152	22.33	1.212	23.43	1.272	24.54	1.332
D	21.81	1.184	22.91	1.244	24.02	1.304	25.12	1.364	26.23	1.424
E	23.50	1.276	24.61	1.336	25.71	1.396	26.82	1.456	27.92	1.516
F	25.20	1.368	26.30	1.428	27.41	1.488	28.51	1.548	29.62	1.608
G	26.89	1.460	28.00	1.520	29.10	1.580	30.21	1.640	31.31	1.700
H	28.59	1.552	29.69	1.612	30.80	1.672	31.90	1.732	33.01	1.792
I	30.28	1.644	31.39	1.704	32.49	1.764	33.60	1.824	34.70	1.884
J	31.98	1.736	33.08	1.796	34.19	1.856	35.29	1.916	36.40	1.976
K	33.67	1.828	34.78	1.888	35.88	1.948	36.99	2.008	38.09	2.068
L	35.37	1.920	36.47	1.980	37.58	2.040	38.68	2.100	39.79	2.160
M	37.06	2.012	38.17	2.072	39.27	2.132	40.38	2.192	41.48	2.252
N	38.76	2.104	39.86	2.164	40.97	2.224	42.07	2.284	43.18	2.344
O	40.45	2.196	41.56	2.256	42.66	2.316	43.77	2.376	44.87	2.436
P	42.14	2.288	43.25	2.348	44.36	2.408	45.46	2.468	46.57	2.528

THE LAKE AND PENINSULA SCHOOL DISTRICT
 FY 2028-29 CLASSIFIED HOURLY PAY SCHEDULE EFFECTIVE FOR WAGES PAID AFTER 7/1/2028

Range	<u>STEP 1</u>	<u>INDEX</u>	<u>STEP 2</u>	<u>INDEX</u>	<u>STEP 3</u>	<u>INDEX</u>	<u>STEP 4</u>	<u>INDEX</u>	<u>STEP 5</u>	<u>INDEX</u>
B	18.79	1.000	19.92	1.060	21.04	1.120	22.17	1.180	23.30	1.240
C	20.52	1.092	21.65	1.152	22.77	1.212	23.90	1.272	25.03	1.332
D	22.25	1.184	23.37	1.244	24.50	1.304	25.63	1.364	26.76	1.424
E	23.98	1.276	25.10	1.336	26.23	1.396	27.36	1.456	28.49	1.516
F	25.70	1.368	26.83	1.428	27.96	1.488	29.09	1.548	30.21	1.608
G	27.43	1.460	28.56	1.520	29.69	1.580	30.82	1.640	31.94	1.700
H	29.16	1.552	30.29	1.612	31.42	1.672	32.54	1.732	33.67	1.792
I	30.89	1.644	32.02	1.704	33.15	1.764	34.27	1.824	35.40	1.884
J	32.62	1.736	33.75	1.796	34.87	1.856	36.00	1.916	37.13	1.976
K	34.35	1.828	35.48	1.888	36.60	1.948	37.73	2.008	38.86	2.068
L	36.08	1.920	37.20	1.980	38.33	2.040	39.46	2.100	40.59	2.160
M	37.81	2.012	38.93	2.072	40.06	2.132	41.19	2.192	42.32	2.252
N	39.53	2.104	40.66	2.164	41.79	2.224	42.92	2.284	44.04	2.344
O	41.26	2.196	42.39	2.256	43.52	2.316	44.65	2.376	45.77	2.436
P	42.99	2.288	44.12	2.348	45.25	2.408	46.37	2.468	47.50	2.528

THE LAKE AND PENINSULA SCHOOL DISTRICT
 FY 2029-30 CLASSIFIED HOURLY PAY SCHEDULE EFFECTIVE FOR WAGES PAID AFTER 7/1/2029

Range	<u>STEP 1</u>	<u>INDEX</u>	<u>STEP 2</u>	<u>INDEX</u>	<u>STEP 3</u>	<u>INDEX</u>	<u>STEP 4</u>	<u>INDEX</u>	<u>STEP 5</u>	<u>INDEX</u>
B	19.17	1.000	20.32	1.060	21.47	1.120	22.62	1.180	23.77	1.240
C	20.93	1.092	22.08	1.152	23.23	1.212	24.38	1.272	25.53	1.332
D	22.70	1.184	23.85	1.244	25.00	1.304	26.15	1.364	27.30	1.424
E	24.46	1.276	25.61	1.336	26.76	1.396	27.91	1.456	29.06	1.516
F	26.22	1.368	27.37	1.428	28.52	1.488	29.68	1.548	30.83	1.608
G	27.99	1.460	29.14	1.520	30.29	1.580	31.44	1.640	32.59	1.700
H	29.75	1.552	30.90	1.612	32.05	1.672	33.20	1.732	34.35	1.792
I	31.52	1.644	32.67	1.704	33.82	1.764	34.97	1.824	36.12	1.884
J	33.28	1.736	34.43	1.796	35.58	1.856	36.73	1.916	37.88	1.976
K	35.04	1.828	36.19	1.888	37.34	1.948	38.49	2.008	39.64	2.068
L	36.81	1.920	37.96	1.980	39.11	2.040	40.26	2.100	41.41	2.160
M	38.57	2.012	39.72	2.072	40.87	2.132	42.02	2.192	43.17	2.252
N	40.33	2.104	41.48	2.164	42.63	2.224	43.78	2.284	44.93	2.344
O	42.10	2.196	43.25	2.256	44.40	2.316	45.55	2.376	46.70	2.436
P	43.86	2.288	45.01	2.348	46.16	2.408	47.31	2.468	48.46	2.528



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



February 6, 2025

Dear Tribal Leaders of the Lake and Peninsula School District,

To the community members who submitted a petition regarding the request for the District Office and staff in Palmer to be relocated to the Lake and Peninsula Borough region. We are committed to addressing these concerns thoughtfully and strategically to benefit our communities and students.

We have reviewed the petition and considered that the Palmer district office has been established over seven years. Any immediate relocation of this office and its staff serving LPSD requires careful thought to preserve relationships with regional school districts supporting BBRCTE and avoid disrupting the efficient systems maintained by dedicated employees.

We are committed to providing in-district job opportunities where housing is available in our communities. This transition will take time, but we are focused on:

- **Acknowledging Community Concerns:** We value your input and aim to increase local employment opportunities.
- **Strategic Planning:** Over the next 1-3 years, we will transition positions into communities with housing, prioritizing local hires through natural attrition.
- **Immediate Actions:** Job postings will highlight community roles where housing and workspace are available to encourage local applicants.
- **Thoughtful Implementation:** Superintendent Kasie Luke will develop a housing, mentorship, and community readiness plan.

This approach ensures stability for current staff while fostering stronger communities. We will provide updates as we progress and appreciate your partnership in this important work. Thank you for your dedication to our district's future.

Sincerely,

Gerda Kosbruk *Gerda Kosbruk*
 Austin Shangin *Austin Shangin*
 Margie Olympic *Margie Olympic*
 Sarah Armstrong *Sarah Armstrong*

Harry Ricci *Harry Ricci*
 Amber Christensen-Fox *Amber Christensen-Fox*
 Beth Hill *Beth Hill*

Lake and Peninsula School District School Board

Cc: Superintendent Ms. Kasie Luke

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

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.