

1. Travel Stipend

- K~~\_~~Selo staff (certified and classified) who do not live in the village, receive payment at a rate of \$200.00 per month
- Part time K~~\_~~Selo staff has received prorated rates, such as a teacher who visits twice a week who therefore receives \$100.00 a month

2. Five round trip flights

All certified employees (new and current) who are moving to an Across the Water School (Nanwalek, Port Graham, Susan B. English, and Tyonek)

- Payments made only for certified staff
- Payment made to employee in segments: three flights paid in September and two flights paid in January, based on the round trip cost in and out of the village~~Three flights paid in September and two flights paid in January~~
- If the employee is from one of these communities, he/she is still eligible for the flight payments as listed above
- The employee can keep any frequent flier coupons they accrue and use them at their own discretion
- Certified employees may work one work day each year in Homer (or for Tyonek, Anchorage) if unable to return to the village because of weather

3. Moving Expenses

- All certified employees (new and current) who are moving to an Across the Water School (Nanwalek, Port Graham, Susan B. English, and Tyonek) upon initial hire at that location
- Must provide receipts; ~~and~~ reimbursement is for actual costs
- Eligible for up to \$2,500 moving expenses per certified employee ~~upon initial placement~~

4. Housing

- Applies to Nanwalek, Port Graham, and Tyonek; does NOT apply to Susan B. English
- Is available only when ~~If~~ a certified employee is not already a resident or homeowner in Nanwalek, Port Graham, or Tyonek and needs the District to intervene to provide housing:
- District charges the employee \$200/month rent
- District will subsidize the rest of the charged rent
- Pet deposits (if a pet is permitted at the location) ~~are non-is not~~ refundable
- Smoking is not permitted at or within any providing housing
- In the event of a housing shortage, sharing of housing may be required. In that event, neither certified employee shall be charged rent because of the requirement to live together
- Housing during summer months may be available through separate arrangement

5. Pilot Longevity Incentive Program (Funded through Title IIA 260 funds held at DO upon completion of the year's contract)~~(Paid upon completion of the year's contract.)~~

- Involves only: Nanwalek, Port Graham, Tyonek, and Susan B. English
- ~~Teachers in first year receive moving expenses and flight reimbursement, plus housing option if needed as described above.~~
- Teachers who are in good standing and who are not on a Directed Assistance Plan or Needs Improvement Plan at any point in the year, will receive the following amounts

payable in May for successful completion of the school year:

~~Teachers in each subsequent year who are in good standing and not on a Directed Assistance Plan or Needs Improvement Plan at any point in the year, receive the following amounts payable in May of the completed school year:~~

- Year 2: \$500 (Program payments began in May 2018 at this level for teachers completing year 2 or more at the participating sites) ~~(payable in May 2018 for teachers completing year 2 or more at that site)~~
  - Year 3: 750
  - Year 4: 1000
  - Year 5: 1500
  - Year 6: \$2000 (\$2000 cap, and continued in each subsequent year the teacher remains at a participating~~the~~ site and in good evaluative standing
- Placement on a Directed Assistance or Needs Improvement Plan will result in the incentives starting over ~~again~~ at Year 2 once the teacher completes a full school year of service with no Plan in place.