

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 receive 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
- 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; reimbursement is for actual costs
- Eligible for up to \$2,500 moving expenses per certified employee
- All certified employees (new and current) are eligible for reimbursement of up to \$200.00 for grocery purchases, expediting, or shipping, in July or August of each school year.

4. Housing

- Applies to Nanwalek, Port Graham, and Tyonek; does NOT apply to Susan B. English
- Is available only when 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 deposit (if a pet is permitted at the location) 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
- Applies to Susan B. English; does NOT apply to Nanwalek, Port Graham, and Tyonek
- Monthly stipend provided for August through May of \$500 per month, available only when a certified employee is not a resident or homeowner prior to obtaining employment in Seldovia

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

REMOTE SITE LIVING EXPENSES

- Involves only: Nanwalek, Port Graham, Tyonek, and Susan B. English
- Teachers who meet or exceed the district's performance standards ~~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:
  - Year 2: \$500 (Program payments began in May 2018 at this level for teachers completing year 2 or more at the participating sites)
  - 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 site and in good evaluative standing)
- Placement on a Directed Assistance or Needs Improvement Plan will result in the incentives starting over at Year 2 once the teacher completes a full school year of service with no Plan in place