



KENAI PENINSULA BOROUGH SCHOOL DISTRICT

Office of Superintendent

John O'Brien, Superintendent of Schools

148 North Binkley Street Soldotna, Alaska 99669-7520

Phone (907) 714-8888 Fax (907) 262-9132

M E M O R A N D U M

Date: March 22, 2021

To: KPBSD Payroll Department, Human Resources
Department, and Finance Department

From: John O'Brien
Superintendent of Schools

RE: 2021-2022 Flat payment Compensation for
Assistant Superintendent, Executive Director of
Finance, and Executive Director of Human
Resources

As was publicly discussed with the KPBSD Board of Education in Finance Committee and in Board Work Sessions, the Assistant Superintendent of Instructional Support position is being eliminated when the current Assistant Superintendent of Instructional Support retires June 30, 2021. At the February 1, 2021 Board of Education meeting the Board took action and approved the plan to reorganize the KPBSD Leadership structure to re-distribute the current duties of the Assistant Superintendent of Instructional Support to the Assistant Superintendent of Instruction, the Director of Finance, and the Director of Human Resources (enclosed 2021-2022 KPBSD Organizational Chart). The Board was informed that to compensate for the additional duties, each of these three new positions would receive a flat payment of \$9,000.00 in addition to the normal contract amounts.

In addition to the 2021-2022 contracted amounts, please provide a flat payment of \$9,000.00 in additional salary compensation to be spread out over 12 monthly payrolls to each of the following three KPBSD Administrators:

- Kari Dendurent: Assistant Superintendent
- Elizabeth Hayes: Executive Director of Finance
- Nate Crabtree: Executive Director of Human Resources

Cc Kari Dendurent
Elizabeth Hayes
Nate Crabtree
Zen Kelly, Board of Education President