

1. Travel Stipend (Paid out of 100s funds placed in the location's accounts)
 - KSelo staff (certified and classified) who do not live in the village, receive payment at a rate of \$200.00 per month
 - Part time KSelo 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 (Paid out of 100s funds placed in the location's accounts)
 - 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
 - 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 (Paid out of IIA 260 funds held at DO)
 - All certified employees (new and current) who are moving to an Across the Water School (Nanwalek, Port Graham, Susan B. English, and Tyonek)
 - Must provide receipts and reimbursement is for actual costs
 - Eligible for up to \$2,500 moving expense per certified employee
4. Housing
 - Applies to Nanwalek, Port Graham, and Tyonek; does NOT apply to Susan B. English
 - 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 them \$200/month rent
 - District will subsidize the rest of the charged rent
 - Pet deposits are non-refundable
 - Smoking is not permitted at or within any providing housing
5. Pilot Longevity Incentive Program (Paid out of IIA 260 funds held at DO 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 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 (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 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.