



KENAI PENINSULA BOROUGH SCHOOL DISTRICT

Office of Superintendent

Clayton Holland, Superintendent

148 North Binkley Street Soldotna, Alaska 99669-7520

Phone (907) 714-8888

DATE: 4/10/23
TO: Board of Education
FROM: Clayton Holland, Superintendent
RE: 2022-2023 and 2023-2024 Flat Payment

At the February 2021 Board of Education meeting the board took action and approved the plan to reorganize the KPBSD Leadership structure to re-distribute the duties of the Assistant Superintendent of Instructional Support, upon his retirement. The position of Assistant Superintendent was not refilled.

As a result of this re-organization the Executive Director of Human Resources and the Executive Director of Finance took on extra duties. These positions received a flat payment of \$9,000 each.

At the February 2022 Board of Education meeting the board took action and approved the organization chart that reflects a continuation of the previous decision to distribute the additional duties of the unfilled Assistant Superintendent position to the executive directors. A similar decision was made at the by the board at the April 2023 Board of Education meeting.

As a result of the board's approval to continue with the cost saving measure to re-distributing duties of the Assistant Superintendent of Instructional support, please provide a flat payment of \$9,000.00 in additional salary compensation per year for FY23 and FY24.

- Nate Crabtree, Executive Director of Human Resources
- Elizabeth Hayes, Executive Director of Finance

Sincerely,

Clayton Holland
Superintendent