

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)

- Involves only: Nanwalek, Port Graham, Tyonek, and Susan B. English
- Teachers who meet or exceed the district's performance standards 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