

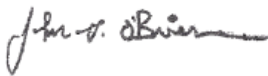
# MESSAGE FROM THE SUPERINTENDENT

***KPBSD will inspire all learners to pursue their dreams in a rigorous, relevant and responsive environment.***

I am very excited that you are interested in our school district. We all strive, every day, to prepare our students for *their* future. Our district is a leader in Alaska and is at the forefront of supporting our teachers' instruction. Our students perform at or near the top in any standardized test required of them. Our staff focus is to enhance students' skills in critical thinking, collaboration, communication, and creativity through personalized learning. This focus only happens in a culture of continuous improvement with high expectations of staff. I am pleased we make a commitment to meet these high expectations and work toward being considered a world class school district.

This packet contains much of what you will need to know about KPBSD. Feel free to contact us with questions and please visit our website at [www.kpbsd.org](http://www.kpbsd.org) to get a feel for our schools and area. We anticipate receiving your completed application and hope that you will join our efforts to do all that we can to prepare our students to become lifelong learners, and successful in a dynamic world.

Sincerely,  
John O'Brien



Superintendent

# PROFESSIONAL DEVELOPMENT

The KPBSD Professional Development department works together with teachers to build their teaching capacity to positively impact student learning. New teachers have access to a variety of professional development opportunities to ensure continuous improvement as well as keep up with the latest trends in teaching and learning.

- Support from full-time release mentors and instructional coaches
- District sponsored staff development in all domains of effective instruction
- Work with Education Elements to embed personalized learning in every KPBSD school and classroom <http://bit.ly/PersonalizedLearningKPBSD>
- University course offerings
- Continuing Education Units opportunities



The KPBSD Professional Development department regularly evaluates the needs of teachers so that District priorities include teacher input.

<http://bit.ly/ProfessionalDevelopmentKPBSD>

# SPECIAL EDUCATION AND INTERVENTION

Special education staff work in a highly collaborative environment and are committed to creating a rigorous and rewarding atmosphere that leads to measurable student growth for all students. All new staff members receive induction training the week prior to the official staff start date which includes the following: how to effectively



structure your classroom, use of visuals and picture exchange communication (if applicable), use of our IEP database, and KPBSD expectations. KPBSD provides mentorship to all new staff members. We have regularly scheduled collaboration meetings, paid IEP workdays (one per quarter), and substitute days allotted to each school for school based collaboration or to hold IEP meetings and complete paperwork.

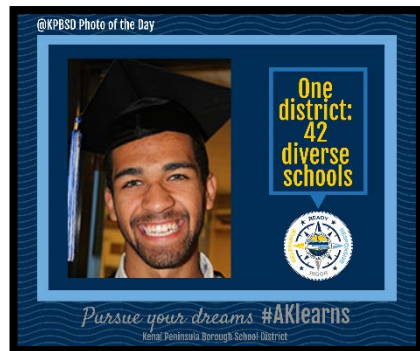
A multi-tiered system of support is in place in all schools. Differentiated instruction is the norm, and students are screened three times a year using curriculum based measures and diagnostic tools to determine the need for additional intervention support or enrichment. Our district culture maintains that the education of all students is a responsibility taken on by the entire school staff.

**Mission** Develop a rigorous and rewarding environment that leads to measurable student growth. **Vision** All students will develop the skills to be productive lifelong learners and be active participants in their communities.

**Philosophy** Build relationships. Take care of our students, parents, co-workers, and ourselves. Be proactive. Find the enjoyment in what we are doing!

<http://bit.ly/KPBSDPupilServices>

<http://bit.ly/RTIinKPBSD>



# KPBSD SCHOOLS



<b>Central Peninsula Area</b>	<b>ELEMENTARY SCHOOLS</b> <ul style="list-style-type: none"> <li>• K-Beach Elementary K-6</li> <li>• Mt. View Elementary Pre K-5</li> <li>• Nikiski North Star Elementary Pre K-5</li> <li>• Redoubt Elementary Pre K-6</li> <li>• Soldotna Elementary Pre K-6</li> <li>• Sterling Elementary Pre K-6</li> <li>• Tustumena Elementary Pre K-6</li> </ul>	<b>MIDDLE AND HIGH SCHOOLS</b> <ul style="list-style-type: none"> <li>• Kenai Alternative 9-12 &amp; Pre K</li> <li>• Kenai Central High 9-12</li> <li>• Kenai Middle 6-8</li> <li>• Nikiski Middle-High 6-12</li> <li>• River City Academy 7-12</li> <li>• Skyview Middle 7-8</li> <li>• Soldotna High 9-12</li> </ul>	<b>SMALL SCHOOLS</b> <ul style="list-style-type: none"> <li>• Cooper Landing K-12</li> <li>• Marathon School 7-12</li> </ul>	<b>CHARTER SCHOOLS</b> <ul style="list-style-type: none"> <li>• Aurora Borealis Charter K-8</li> <li>• Kaleidoscope K-6</li> <li>• Soldotna Montessori Charter K-6</li> </ul> <b>HOMESCHOOL PROGRAM</b> <ul style="list-style-type: none"> <li>• Connections Homeschool K-12</li> </ul>
<b>Homer Area</b>	<b>ELEMENTARY SCHOOLS</b> <ul style="list-style-type: none"> <li>• McNeil Canyon Elementary K-6</li> <li>• Paul Banks Elementary Pre K-2</li> <li>• West Homer Elementary 3-6</li> </ul>	<b>MIDDLE AND HIGH SCHOOLS</b> <ul style="list-style-type: none"> <li>• Homer Flex 9-12</li> <li>• Homer High 9-12</li> <li>• Homer Middle 7-8</li> <li>• Ninilchik School Pre K-12</li> </ul>	<b>SMALL SCHOOLS</b> <ul style="list-style-type: none"> <li>• Chapman Pre K-8</li> <li>• Kachemak Selo K-12</li> <li>• Nikolaevsk K-12</li> <li>• Razdolna School K-12</li> <li>• Voznesenka School Pre K-12</li> </ul>	<b>CHARTER SCHOOLS</b> <ul style="list-style-type: none"> <li>• Fireweed Academy K-6</li> </ul> <b>HOMESCHOOL PROGRAM</b> <ul style="list-style-type: none"> <li>• Connections Homeschool K-12</li> </ul>
<b>Seward Area</b>	<b>ELEMENTARY SCHOOLS</b> <ul style="list-style-type: none"> <li>• Seward Elementary Pre K-5</li> </ul>	<b>MIDDLE AND HIGH SCHOOLS</b> <ul style="list-style-type: none"> <li>• Seward High 9-12</li> <li>• Seward Middle 6-8</li> </ul>	<b>SMALL SCHOOLS</b> <ul style="list-style-type: none"> <li>• Hope School K-12</li> <li>• Moose Pass K-8</li> </ul>	<b>HOMESCHOOL PROGRAM</b> <ul style="list-style-type: none"> <li>• Connections Homeschool K-12</li> </ul>
<b>Fly In Schools</b>	<ul style="list-style-type: none"> <li>• Nanwalek School Pre K-12</li> </ul>	<ul style="list-style-type: none"> <li>• Port Graham School Pre K-12</li> </ul>	<ul style="list-style-type: none"> <li>• Susan B. English K-12</li> </ul>	<ul style="list-style-type: none"> <li>• Tebughna School Pre K-12</li> </ul>

# LIVING ON THE KENAI PENINSULA

Located on the rim of fire, south of Anchorage, Alaska, an estimated 58,522 (2018) residents live on the Kenai Peninsula. Southcentral Alaska offers year-round outdoor adventure, mild summers, and relatively warm winters. Outdoor activities are plentiful and include fishing, hunting, hiking, camping, canoeing, clamming, birding, berry picking, wildlife viewing, ice skating, sled dog mushing, and more! Art, music, native culture, sports, wildlife centers, and museums are integral parts of the diverse Kenai Peninsula communities. Local industry includes oil and gas, a vibrant medical community, commercial and sport fisheries.



The Kenai Peninsula climate is mild in contrast to the interior and northern Alaska. Our winters last a month or two longer than the Lower 48. December temperatures average in the mid 20's, and our summers are brilliant, with nearly 24-hour sunlight, and a lush, green landscape.



Soldotna Chamber



Kenai Chamber



Homer Chamber



Seward Chamber

**The mission of the Kenai Peninsula Borough School District is to empower all learners to positively shape their futures.**

# SALARY AND BENEFITS

## 2020-2021 Certified Salary Schedule

The current collective bargaining agreement recognizes a maximum of six full years of contracted public school or accredited teacher experience (subject to verification review). The 2020-2021 certified salary schedule included in the collective bargaining agreement is being negotiated at this time for 2021-2022. The schedule below is for information purposes only.

### Negotiations in Progress for 2021-2022:

#### 2020-2021 (2.0% increase)

Step	C	C+18	C+36 or M	C+54/M	C+72/M	C+90/M
(A)	49,743	51,214	53,684	55,442	57,200	58,963
(B)	51,214	53,685	55,442	57,200	58,963	60,723
(C)	53,684	55,443	57,200	58,963	60,723	62,485
(D)	55,442	57,201	58,963	60,723	62,485	64,247
(E)	57,200	58,963	60,723	62,485	64,247	66,006
(F)	58,963	60,723	62,485	64,247	66,006	67,764
(G)	60,721	62,510	64,247	66,006	67,764	69,521
(H)	63,310	64,247	66,006	67,764	69,521	71,286
(I)	65,034	66,006	67,764	69,521	71,286	73,043
(J)	66,723	68,589	69,521	71,286	73,043	74,804
(K)	68,383	70,315	71,286	73,043	74,804	76,561
(L)	70,007	72,006	73,869	74,804	76,561	78,322
(M)		73,661	75,246	76,561	78,322	80,082
(N)		75,287	76,971	78,322	80,082	81,846
(O)			78,663	80,908	82,670	84,436
(P)			80,320	82,631	84,396	86,020
(Q)			81,944	84,323	86,087	87,744
(R)				85,979	87,743	89,436
(S)				87,605	89,367	91,091
(T)						92,717

Step and column movement to all eligible employees

**LONGEVITY** 94,571

## KENAI PENINSULA EDUCATION ASSOCIATION (KPEA) CERTIFIED SALARY SCHEDULE

### BENEFITS INCLUDE

- Teacher Retirement System (TRS)
- Comprehensive Health Insurance
- Life Insurance
- Leave
  - ✓ Personal leave
  - ✓ Sick leave
  - ✓ Sick leave bank
  - ✓ Professional Development (PD)
- Discretionary pay



- Permanent Fund Dividend – after 1 year of residency
- No State Income Tax
- Masters and Doctorate Incentives
- 403 B
- Village Schools Incentives

<http://bit.ly/HumanResourcesKPBSD>

# TO APPLY

The Kenai Peninsula Borough School District's Human Resources Department is committed to providing the "best and brightest" employees to educate and support our students. When you join the Kenai Peninsula Borough School District's winning team, you become part of an environment that is committed to excellence.

We are dedicated to meeting the needs of our faculty, staff, and community members by creating a work environment that reflects respect for employees and promotes effective service delivery.

You are invited to explore our web site to discover how you can become a member of this extraordinary team. We offer competitive salaries and benefits as well as an opportunity to make a difference in a child's future.

## Applying for a Position

Interested candidates are encouraged to apply online at [www.kpbsd.org](http://www.kpbsd.org). All Alaskan Districts use Applitrack software (an online application system). If you have applied in other Alaska Districts simply use the same email address and password and like forms will prefill your application, this should save you time.

- Click on the green **A** at the top right of [www.kpbsd.org](http://www.kpbsd.org) webpage.
- Click on **"Start an application for employment"** to begin your application.
- Follow directions to fill out application then make sure to select **"Finish and Submit"** at bottom of application page. Note: If you do not select the **"Finish and Submit"** button your application will not be submitted for the positions you are applying.

Photocopies of college transcripts, letters of reference, PRAXIS test scores, resume may be uploaded into your application. If you are unable to upload the documents, you may fax, email, or mail them to our Human Resources office and we will upload them for you. Original documents will be requested upon offer of employment. If you have any questions please call 907-714-8844 or send an email to [teach@kpbsd.org](mailto:teach@kpbsd.org).

Applications for certificated employment are accepted at any time during the school year and will remain on file until the end of the school year. On July 1, applicants will be sent an email with instructions on how to re-submit their application for the next school year. Once the district's needs are identified, candidates are selected and invited for interviews. These interviews may be done in person, video conference or on the telephone. Please keep us informed of any changes in your address and telephone number.

## Alaska Certification

To apply for Alaska Certification please go to the Alaska Department of Education and Early Development at <http://www.eed.state.ak.us/TeacherCertification/>. Please keep your application updated with current information on your Alaska Teacher Certification status. It is imperative that you possess, or have taken steps to secure a State of Alaska credential for the level of field for which you are applying. It is your responsibility to secure the credential(s). Information regarding credentials may be obtained by contacting the State of Alaska Department of Education at 907-465-2800 or online. If you have completed this process, please include a copy of your credentials with your application.

Kenai Peninsula Borough School District, Human Resources Office  
148 North Binkley Street, Soldotna, Alaska 99669 | 907-714-8888 Fax 907-262-9645

Email: [teach@kpbsd.org](mailto:teach@kpbsd.org)

[www.kpbsd.org](http://www.kpbsd.org)

