

Board of Education Regular Meeting

Monday, September 15, 2025 6:30 PM

KIBSD Central Office Conference Room F140, 722 Mill Bay Road, Kodiak, Alaska 99615

1. KIBSD Board of Education

2. Preliminaries

2.a. Call to Order **Speaker (s)** : Board President

2.b. Legal Statements **Speaker (s)** : Board President

2.c. Public Notification of Recording **Speaker (s)** : Board President

2.d. Location of Board Meeting Agendas and Documents **Speaker (s)** : Board President

3. Opening Items

3.a. Pledge of Allegiance **Speaker (s)** : Board President

3.b. Alutiiq Land Acknowledgment **Speaker (s)** : Board President

3.c. Roll Call **Speaker (s)** : Board President

3.d. Approval of the Agenda **Speaker (s)** : Board President

4. Student Representative Report

4.a. Student Representative Report

5. School Reports

6. Community Comments

6.a. Community Comments **Speaker (s)** : Board President

7. Program Presentations

7.a. Class Size Report

7.b. Professional Learning Report

8. Consent Agenda

8.a. Approval of the Consent Agenda

8.b. Board of Education Minutes

8.c. Advisory School Board Minutes

8.d. Facilities Joint Use Agreements

8.e. Grant Summary Report

8.f. Approval of Health Teachers and Presenters

8.g. Approval of Surplus Sale Items

9. Action Items

9.a. Board Policy Update - BP 0420 *School-Based Management/Site Councils*, BP 4000 *Concepts and Roles*, BP 4020 *Drugs and Alcohol-Free Workplace*, BP 4111 *Recruitment and Selection*, BP 4111.2 *Legal Status Requirement*, BP 4112.4 *Health Examinations*, BP 4112.10 *Employment of Retired Teachers*, BP 4112.61 *Employment References*, and BP 4115 *Evaluation/Supervision* (Second Reading and Public Hearing)

9.b. Board Policy Update - BP 4118 *Suspension/Disciplinary Action*, BP 4119.41 *Employees with Infectious Disease*, BP 4131 *Staff Development*, BP 4132 *Publication or Creation of Materials*, BP 4218 *Dismissal/Suspension/Disciplinary Action*, and BP 4313.1 *Load/Scheduling/Hours of Employment* (First Reading)

9.c. Pupil Transportation Budget and Public Hearing

9.d. Child Nutrition Budget and Public Hearing

9.e. Monthly Financials

10. Community Comments

10.a. Community Comments

11. Reports

11.a. Superintendent's Report

Speaker (s) :
Superintendent

11.b. Board Committee Reports

12. Board Comments

12.a. Board Comments

Speaker (s) : Board
President

13. Adjournment

13.a. Adjournment

14. Informational Items

Speaker (s) : Board
President



Class Size Report

September 15, 2025

Enrollment Snapshot

*Not Average Daily Membership or 100% accurate for rural sites.

Site	Enrollment
Main Elementary	207
East Elementary	276
Peterson Elementary	202
Akhiok	13
Chiniak	18
Ouzinkie	13
Old Harbor	37
Port Lions	28
Kodiak Middle School	405
Kodiak High School	526
AK Teach	199

Grade Level	Enrollment
K	99
1	119
2	151
3	145
4	163
5	157
6	167
7	170
8	154
9	130
10	165
11	152
12	153





Main Elementary

Teacher	Grade	Enrollment
Black, Oshiana S	4th	24
Neri, Estela L	4th	24
DeJournett, Sara E	4th	24
Arneson, Amy M	4th	25
Simpler, Katherine C	5th	26
Gundersen, Karly L	5th	27
Holen, Taylor L	5th	24
Powers, Sarah T	5th	27





East Elementary

Teacher	Grade	Enrollment
Thomas, Roy E	Kinder	17
Howard, Sondra E	Kinder	16
Oliver, Anne M	Kinder	18
Solano, Marjourie Anne D	1st	18
Mancao, Aimee	1st	17
Loyola, Sheryl M	1st	20
Hockema, Araya J	2nd	16
Whiteside, Robert C	2nd	18
Allen, David M	2nd	17
Israel, Lovella Lucille APIT	2nd	16
Sager, Martha J	2nd	16
Trosvig, Samantha A	3rd	21
Lukin, Valerie L	3rd	22
Coburn, Sarah	3rd	22
Sorino, Maryjane P	3rd	22





Peterson Elementary

Teacher	Grade	Enrollment
Lonheim, Kristi	Kinder	13
Johnson, Melissa	Kinder	15
Button, Stacey J	1st	16
Saliba, Erin M	1st	17
Coons, Margaret E	2nd	21
Biladeau, Lindsay K	2nd	21
Reyes, Lianne P	3rd	20
McWethy, Ann M	3rd	19
Milligan, Emily A	4th	20
Hicks, Christian J	4th	19
Schmitt, Margaret E	5th	27





Rural Schools

Akhiok

Grade Level	Student s
Estrada, R	4
Estrada, J	9
School Total	13

Chiniak

Grade Level	Students
Gequilan	9
Stark	9
School Total	18

Ouzinkie

Grade Level	Students
Leinberger	4
Bryans	11
School Total	15

Old Harbor

Grade Level	Students
Tinambacan	13
Nepomuceno	10
Nepomuceno	14
Tinambacan	Flex
School Total	37

Port Lions

Grade Level	Students
Deming	12
Stockard	8
Gerano	10
School Total	30





Kodiak Middle School

Teacher	Course	Student Count
Davis, Ashley A	2 - Reading 6	9
	5 - Math 6	7
	7 - Writing 6	7
	8 - Flex	9
	2 - English Language Arts 8	14
	4 - English Language Arts 8	19
	5 - English Language Arts 8	16
	6 - English Language Arts 8	13
	7 - Honors English Language Arts 8	27
	8 - Flex	12
Fogle, Jordan J	1 - PE/Health 7	27
	2 - PE/Health 7	29
	3 - PE/Health 7	27
	5 - Outdoor Education 7	26
	6 - PE/Health 7	30
	7 - PE/Health 7	26
	8 - Flex	23

Teacher	Course	Student Count
Gramata, Ceassar A	1 - PE/Health 6	22
	2 - PE/Health 6	23
	3 - PE/Health 6	29
	5 - Racquet Sports 8	29
	6 - PE/Health 6	29
	7 - PE/Health 6	26
	8 - Flex	5
	Gramata, Harlene M	3 - English Language Arts 7
6 - Math 7		9
7 - Academic Extension 7		13
8 - Flex		12
Gray, Pamela J	1 - Math 7	18
	3 - Math 7	22
	4 - Math 7	28
	5 - Math 7	21
	6 - Math 7	23
	7 - Math 7	22
	8 - Flex	21
	Grizzard, Sara E	1 - Writing 6
2 - Writing 6		21
3 - Writing 6		22
4 - Writing 6		23
5 - Writing 6		21
7 - Writing 6		17
8 - Flex		12





Kodiak Middle School

Teacher	Course	Student Count
Gutierrez, Serjoe O	2 - Piano	24
	3 - Band 2	33
	4 - Orchestra 1	20
	5 - Orchestra 2	23
	6 - Band 1	36
	7 - Choir	34
	8 - Flex	28
	Harrison, Tina F	1 - Science 8
2 - Science 8		24
4 - Science 8		25
5 - Science 8		14
6 - Science 8		22
7 - Science 8		15
8 - Flex		5
Jackson, Alexis V		1 - Study Hall
	2 - Coding & Design I	24
	3 - Coding & Design II	17
	4 - Coding & Design I	23
	5 - Coding & Design II	11
	6 - Computer Apps & Design 6	24
	8 - Flex	6
	King, Kristine M	1 - Art 8
2 - Art 7		28
3 - Art 8		25
4 - Art 7		8
5 - Art 8		15
6 - Art 6		21
8 - Flex		26

Teacher	Course	Student Count
Kondro, Stefanie R	1 - Social Studies 6	19
	2 - Social Studies 6	20
	3 - Social Studies 6	23
	4 - Social Studies 6	22
	5 - Social Studies 6	25
	7 - Social Studies 6	16
	8 - Flex	4
	Leisure, Jc M	1 - Science 6
2 - Science 6		21
3 - Science 6		20
4 - Science 6		19
5 - Science 6		26
7 - Science 6		17
8 - Flex		27
Lhotka, Freya H		1 - Skills Development II
	3 - Skills Development III	7
	4 - English 8	10
	8 - Flex	15
Lucero, Cecilia A	1 - Science 7	18
	3 - Science 7	23
	4 - Science 7	28
	5 - Science 7	21
	6 - Science 7	26
	7 - Science 7	24
	8 - Flex	4
	McCormack, Kristen A	1 - Social Studies 7
3 - Social Studies 7		27
4 - Social Studies 7		27
5 - Social Studies 7		21
6 - Social Studies 7		27
7 - Social Studies 7		20
8 - Flex		27





Kodiak Middle School

Teacher	Course	Student Count
Monte, Cindy A	1 - PE/Health 8	19
	2 - PE/Health 8	29
	3 - PE/Health 8	19
	5 - Adaptive PE	4
	6 - PE/Health 8	25
	7 - PE/Health 8	26
	8 - Flex	23
	Moseley, Rachel	1 - Algebra
2 - Math 8		22
4 - Math 8		13
5 - Math 8		11
6 - Algebra		23
7 - Math 8		21
8 - Flex		18
Norton, Heather Y		1 - Social Studies 8
	2 - Social Studies 8	24
	4 - Social Studies 8	25
	5 - Social Studies 8	13
	6 - Social Studies 8	18
	7 - Social Studies 8	19
	8 - Flex	2
	Otto, Alexandra	1 - Math 6
2 - Math 6		21
3 - Math 6		15
4 - Math 6		22
5 - Math 6		25
7 - Math 6		13
8 - Flex		12

Teacher	Course	Student Count
Pruitt, Calista M	1 - Life Skills	7
	2 - English Language Arts	4
	3 - Math	5
	4 - English Language Arts	2
	4 - Math	1
	4 - Social Studies/Science	3
	6 - Academic Extension 6	7
	7 - Partners Club MS	7
	8 - Flex	9
	Pysker, Chad A	1 - Reading 6
2 - Reading 6		15
3 - Reading 6		18
4 - Reading 6		25
5 - Reading 6		26
7 - Reading 6		21
8 - Flex		14
8 - Flex		14
Rankin, Rena L	9 - Grade 6	134
	9 - Grade 7	147
	9 - Grade 8	120
	8 - Flex	21
Simpler, Brett A	1 - Culture Quest 8	11
	2 - Culture Quest 7	22
	3 - Culture Quest 8	22
	4 - Culture Quest 8	12
	5 - Culture Quest 7	6
	6 - Culture Quest 6	30
	8 - Flex	21





Kodiak Middle School

Teacher	Course	Student Count
Steele, Nicholas P	1 - Industrial Arts 7	16
	2 - Industrial Arts 7	16
	3 - Industrial Arts 8	15
	4 - Industrial Arts 8	15
	5 - Industrial Arts 7	15
	6 - Industrial Arts 8	10
	8 - Flex	22
Willis, Anna	1 - Transitions	13
	2 - Math 8	6
	6 - English Language Arts 8	5
	7 - Academic Extension 8	11
	8 - Flex	10
Zelenak, Kerri L	1 - English Language Arts 7	22
	3 - English Language Arts 7	20
	4 - English Language Arts 7	29
	5 - English Language Arts 7	22
	6 - English Language Arts 7	23
	7 - English Language Arts 7	18
	8 - Flex	18





Kodiak High School

Teacher	Course	Student Count
Acebuche, Rhissan B	1 - Physics	13
	2 - Physics	11
	3 - Chemistry	26
	4 - Chemistry	22
	6 - Chemistry	21
	7 - Chemistry	18
Adrion, Sarah M	2 - Honors Comp & Lit	22
	3 - American Literature	29
	3 - Teacher's Aide	1
	4 - American Literature	31
	5 - Composition & Lit 9	25
	6 - Learning Lab 1	26
Baker, Andrew W	7 - American Literature	19
	1 - General Psychology	19
	2 - U.S. History	27
	4 - U.S. History	5
	5 - Learning Lab 1	15
	6 - U.S. History	24
Bechtol, Geoff A	7 - U.S. History	7
	3 - KHS New Tides	12
	5 - KHS New Tides	13
	6 - KHS New Tides	12
	7 - KHS New Tides	13

Teacher	Course	Student Count
Bender, Elizabeth J	2 - Study Hall	9
	6 - Study Hall	3
	7 - Study Hall	1
Bennett, Malcolm V	1 - Visual & Graphic Design	15
	2 - Audio/Video Prod.	6
	3 - Visual & Graphic Design	22
	4 - Digital Photo & Comm	10
	5 - Yearbook	13
	6 - Digital Photo & Comm	14
Blair, Hunter D	1 - AP Psychology	34
	3 - Welding I	6
	3 - Welding II	2
	3 - Welding III	6
	4 - Welding I	11
	4 - Welding II	3
	4 - Welding III	3
	5 - Welding I	7
	5 - Welding II	6
	5 - Welding III	4
	5 - Welding IV	1
	6 - Welding I	12
	6 - Welding II	1
	6 - Welding III	3
7 - Welding I	8	
7 - Welding II	2	





Kodiak High School

Teacher	Course	Student Count
Blair, Jocelyn A	1 - Skills Development I	4
	1 - Skills Development II	4
	2 - English I	2
	2 - English II	6
	3 - Skills Development I	6
	3 - Skills Development II	8
	5 - English III	4
	5 - English IV	5
	6 - English III	2
	6 - English IV	6
Cottam, Aaron	2 - Learning Lab 1	17
	3 - Concert Band	24
	3 - Teacher's Aide	1
	4 - Music Production	17
	5 - Jazz Band	10
	6 - Orchestra	25
	7 - Mixed Choir	15
Dunlop, Beth E	1 - Algebra II	19
	2 - AP Calculus	9
	3 - AP Statistics/Probability	13
	5 - Algebra II	23
	6 - Algebra II	15
	7 - Learning Lab 1	5

Teacher	Course	Student Count
Flerchinger, Eric J	1 - Biology	21
	2 - Biology	28
	3 - Biology	22
	4 - Oceanography	10
	5 - Biology	24
	7 - Biology	24
	Fox, Jason E	4 - Office Aide
7 - Office Aide		1
8 - College Course		8
Elvehjem, Marn R	1 - Algebra I	15
	2 - Pre-Algebra	10
	3 - Algebra I	14
	4 - Algebra I	23
	6 - Algebra I	21
	7 - Pre-Algebra	10





Kodiak High School

Teacher	Course	Student Count
Glenn, Lindsey L	1 - Early Childhood Education	21
	2 - Spanish I	16
	4 - Spanish II	14
	5 - Early Childhood Education	14
	6 - Spanish III	8
	6 - Spanish IV	3
	7 - Textile Art: Quilting I / II	17
	Harrington, Brendan	1 - Art I
2 - Art I		15
3 - AP Studio Art Drawing		3
3 - Art III		17
4 - Art II		12
5 - AP Studio Art 2D		1
5 - AP Studio Art Drawing		1
5 - Art III		13
7 - AP Studio Art 2D		1
7 - Art II		15
Heitman, Tonya E	1 - Modern Literature	13
	2 - Honors World Literature	28
	3 - Modern Literature	26
	4 - World Literature	25
	6 - Modern Literature	22
	7 - World Literature	18

Teacher	Course	Student Count
Fuerst, Nicole D	1 - Virtual Learning	12
	2 - Virtual Learning	17
	3 - Virtual Learning	6
	4 - Virtual Learning	7
	5 - Virtual Learning	8
	6 - Virtual Learning	6
	7 - Virtual Learning	4
	8 - AK History & Geography	1
	8 - Algebra I CR	2
	8 - American Sign Language 1	5
	8 - American Sign Language 2	1
	8 - Career Discovery	1
	8 - College and Career Preparation I	1
	8 - Criminology	1
	8 - English 10 CR	1
	8 - English 11	2
	8 - English 12	10
	8 - English 9 CR	2
	8 - Financial Literacy	29
	8 - Great Minds in Science	3
	8 - Health I	13
	8 - Health I CR	2
	8 - Human Geography	2
	8 - Intro to Renewable Technologies	1
	8 - Keyboarding	9
	8 - Navigating Adulthood	3
	8 - Nutrition and Wellness	5
	8 - Probability and Statistics	2
	8 - Reading Skills and Strategies	2
	8 - Test Preparation	1
	8 - U.S. Government	4
	8 - US History	9
	8 - Veterinary Science	3
	8 - Work Study Readiness	9
	8 - Writing Skills and Strategies	2





Kodiak High School

Teacher	Course	Student Count
Hinman, Michael R	1 - World Literature	24
	3 - Personal Finance A	23
	4 - Learning Lab 1	22
	5 - World Literature	13
	6 - World Literature	14
	7 - Personal Finance A	24
	Hubert, Diane L	2 - Culinary Arts I
3 - Culinary Arts I		20
4 - Culinary Arts I		20
5 - Culinary Arts II		14
5 - Culinary Arts III		2
5 - Culinary Arts IV		3
6 - Culinary Arts II		7
6 - Culinary Arts III		4
6 - Culinary Arts IV		2
7 - Culinary Arts II		8
7 - Culinary Arts III		2
Irons, Nicolas J		2 - World History
	3 - Civics & Current Issues	19
	4 - World History	20
	5 - Civics & Current Issues	20
	6 - World History	20
	7 - Civics & Current Issues	21

Teacher	Course	Student Count
Jackson, Benjamin S	1 - Composition & Lit 9	23
	2 - AP Language and Comp	28
	3 - Composition & Lit 9	8
	4 - Comp&Lit: Contemporary Topics	12
	5 - AP Language and Comp	16
	7 - Composition & Lit 9	14
	Johnson, Shannon K	1 - LS Civics/Current Events
2 - Virtual Learning		1
3 - Employment Skills		5
3 - Virtual Learning		1
4 - Employment Skills		4
4 - Virtual Learning		1
6 - Life Skills Academics		4
Jordan, Chloe C	7 - Partners Club	14
	1 - Human Anat & Phys	21
	2 - Human Anat & Phys	24
Kenshalo, James R	3 - Medical Terminology	23
	1 - Coast Guard JROTC 1	8
	3 - Coast Guard JROTC 1	11
Kouremetis, Megan	4 - Coast Guard JROTC 1	11
	6 - Certified Nursing Assistant	6





Kodiak High School

Teacher	Course	Student Count
Mabras, Sheila D	1 - Life Skills	4
	2 - Academic Extensions	10
	4 - Life Skills Math	5
	6 - Academic Extensions	11
	7 - Reading Comp & Writing	7
Mickelson, Meagan M	1 - KHS New Tides	10
	2 - KHS New Tides	14
	4 - KHS New Tides	13
Neagley, Matthew D	1 - World History	21
	3 - World History	12
	4 - AP US History	23
	5 - AP US History	25
	6 - AP World History	20
	7 - AP World History	21
O'Reilly, Bailey H	1 - Yoga-Pilates Fusion	22
	2 - Team Sports	11
	3 - Earth Science	20
	4 - Adventure Recreation	31
	5 - Team Sports	27
	7 - Yoga-Pilates Fusion	13

Teacher	Course	Student Count
Raisley, Eric D	1 - Construction Trades I	16
	2 - Construction Trades I	15
	3 - Construction Trades II	3
	3 - Construction Trades III	6
	4 - Construction Trades II	5
	4 - Construction Trades III	4
	5 - Construction Trades I	14
Safronova, Daria G	7 - Construction Trades I	14
	1 - Learning Lab 1	9
	3 - AK History & Geography	17
	4 - Russian I	9
	5 - AK History & Geography	22
	6 - Russian II	10
	7 - AK History & Geography	17
Schneider, Natalia M	7 - Alutiiq Language I	7
	7 - Alutiiq Language II	4





Kodiak High School

Teacher	Course	Student Count
Sison, Maria Lourdes C	1 - Tagalog I	14
	2 - Pre-Algebra	9
	4 - Academic Extensions	11
	5 - Personal Finance A	10
	6 - Algebra I	14
Stewart, Jeremiah I	1 - Automotive Technology II	11
	1 - Automotive Technology III	4
	2 - Algebra I	11
	3 - Automotive Technology I	9
	4 - Automotive Technology II	6
	4 - Automotive Technology III	4
	5 - Automotive Technology I	15
6 - Automotive Technology I	16	
Thorpe, Kimberly J	7 - Automotive Technology I	7
	1 - Academic Extensions	11
	2 - Life Skills Reading	5
	3 - Reading Comp & Writing	14
	5 - Academic Extensions	12
	6 - Lifelong Learning	7

Teacher	Course	Student Count
Valladolid, Simplicio E	1 - Weight Trng/Cond	9
	3 - Wellness Health	17
	4 - Weight Trng/Cond	24
	5 - Weight Trng/Cond	24
	6 - Weight Trng/Cond	17
	7 - Team Sports	12
	Vergara, Rolyn Grace D	2 - Geometry
3 - Geometry		20
4 - Pre-Calculus		23
5 - Geometry		32
6 - Geometry		22
7 - Geometry		18
Wortham, Charles		1 - Fisheries II
	2 - Engines & Motors	25
	3 - Engines & Motors	16
	4 - Fisheries I	20
	6 - Engines & Motors	26
	7 - Fisheries I	16
	Wortham, Samantha	1 - Earth Science
2 - Earth Science		21
4 - Astronomy		17
5 - Forensic Science		22
6 - Forensic Science		16
7 - AP Environmental Science		24





Board Agenda Item

Kodiak Island Borough School District
722 Mill Bay Rd
Kodiak, Alaska 99615

Board Mtg. Date 09-15-2025 (RM)	Reports of the Superintendent <input type="checkbox"/>	Action Item <input type="checkbox"/>	Consent Agenda <input type="checkbox"/>	Reports, Routine Monthly <input checked="" type="checkbox"/>	Other <input type="checkbox"/>
Subject:	FY25 Professional Learning Report				
Presenter or Contact Person:	Katrina Stewart, Director of Secondary Learning Angie Hietala, Director of Elementary Learning				
Summary:	The Department of Learning will present a summary of the fall in-service events and an overview of the professional learning calendar for the 2025-2026 school year.				
Financial Implications:	There is no financial impact to the budget.				
Attachments:	BOE PL Report 9.15.25.ppt				
Recommendation:	Item is for informational purposes only. No recommendation is necessary.				
Motion:	Item is for informational purposes only. No motion is necessary.				



Professional Learning 2025-2026

Report to the KIBSD Board of Education
September 15, 2025



Leadership Launch

August 5-8, 2025



Leadership Launch Topics

Effective Instructional Leadership

- Building capacity as instructional leaders and coaching for teacher growth
- Elements of effective feedback
- Data analysis from spring assessment, internal vs. standardized data
- Rubrics for instructional walkthroughs
- Systems for prioritizing instructional leadership at the building level

Nuts & Bolts

- Human Resources
- Safety
- Instruction
- Finance
- Federal Programs

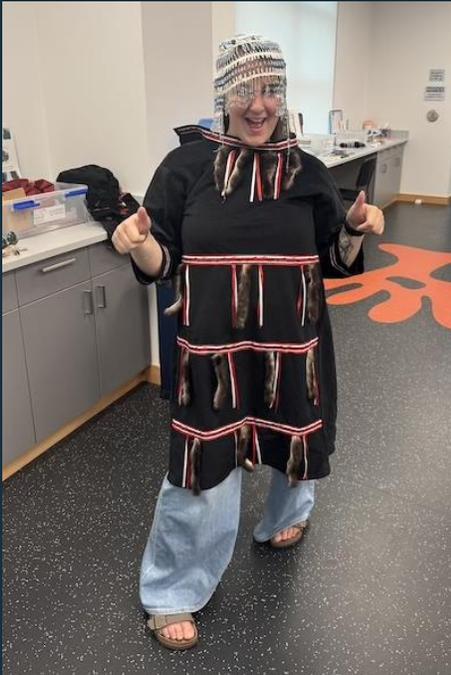


New Teacher In-Service

August 11-13, 2025



New Teacher In-Service



Monday 8/11

- Welcome & leader introductions
- Overview of Kodiak & KIBSD
- Cultural orientation: Alutiiq/Sugpiaq People & History
- Mentor Introduction and Induction Program
- Building-hosted lunch with mentors & principals
- Building Orientation

Tuesday 8/12

- Common Vision of Learning overview & onboarding
- District Assessment overview
- Instructional Resource & curriculum overview
- District Technology

Wednesday 8/13

- Informational Sessions: Insurance & Benefits, Professional Practice, Union Rights & Benefits
- Lunch provided by KBEA
- Tour of Alutiiq Museum
- Barbecue at Abercrombie



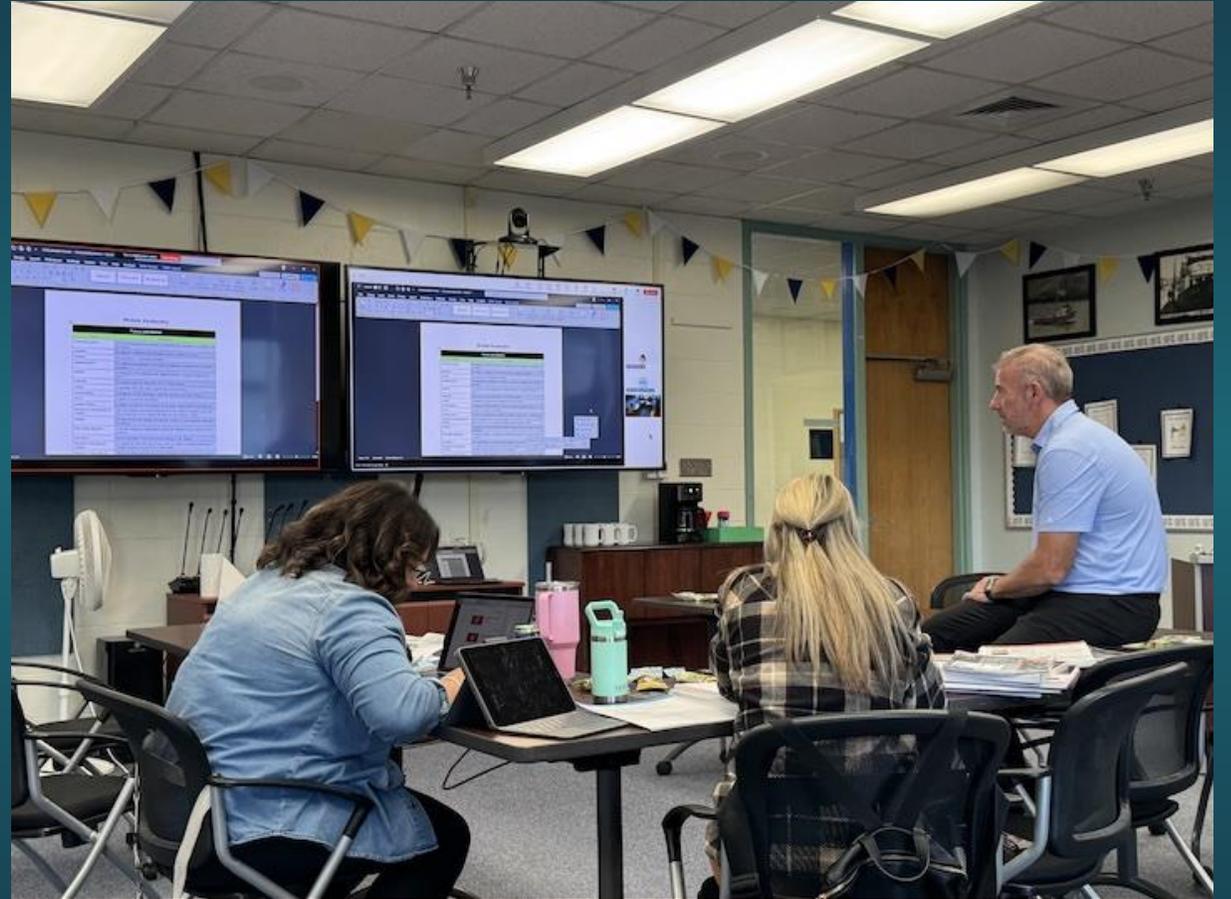
Special Education Services (SES) In-Service

August 18-22, 2025



Secondary Science Training

8/22/25



District In-Service

August 25-29, 2025



Teacher Week Overview

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Building In-Service	Districtwide Convocation	Elem: Curriculum & Instructional Resources KMS: Teaching Students to Drive their Learning KHS: Work Day	Elem: Professional Learning Communities (PLC) KMS: Work Day KHS: Teaching Students to Drive their Learning	Elem: Work Day KMS: Building In-Service KHS: Building In-Service
PM	Building In-Service	Elem: Teaching Students to Drive their Learning KMS: Annual Required Trainings KHS: Annual Required Trainings	Elem: Curriculum & instructional Resources KMS: Teaching Students to Drive their Learning KHS: Work Day	Elem: Building In-Service KMS: Work Day KHS: Teaching Students to Drive their Learning	Elem: Work Day KMS: Building In-Service KHS: Building In-Service



Building-Based Time



Community-Building

Required Trainings

Reporting • Boundaries • Title IX •
Bloodborne Pathogens

School Nurse Presentation

NarCan • Epi-pen

Nuts & Bolts

Protocols & procedures, safety procedures, staff
handbooks, new applications & tech tools





Convocation

Connection &
Community



Presenter &
Convocation
Keynote Speaker:
Vince Bustamante



Community Partners Fair



2025-2026 Professional Learning

Plans & priorities for the year ahead



KIBSD BUOY 4 SUCCESS

High-Quality Instruction

Provide high-quality instruction utilizing the Common Vision for Learning Framework in every classroom, for every student, every day.

Visible Learning – Teaching Students to Drive their Learning

Collaboration

Engage in collaboration focused on student success.

Building time, Dept time, Curriculum development & implementation, PLC

Relationships

Intentionally build strong, positive relationships where each person is safe, supported, valued, and appreciated.

Community-building, Keynote, Celebrations



Continued Professional Learning 2025-2026

- All: Common Vision for Learning with Visible Learning research & practices
 - Teaching Students to Drive their Learning through effective feedback & engagement (RTB-AK, Vince Bustamante)
- Elementary: Alignment – resource & curriculum implementation
- Secondary: Interdisciplinary literacy practices; Culture of Belonging (Dr. Dominique Smith)
- Administration capacity-building: instructional leadership (RTB-AK)



Professional Learning Committee



Continuing this year!

**Goal: collaborative
planning for relevant
professional development
opportunities**

Aiming for representation
from grade bands, content
areas & staff groups to
increase responsiveness to
needs and differentiate
offerings





Board Agenda Item

Kodiak Island Borough School District
722 Mill Bay Rd
Kodiak, Alaska 99615

Board Mtg. Date 09-15-2025	Reports of the Superintendent <input type="checkbox"/>	Action Item <input type="checkbox"/>	Consent Agenda <input checked="" type="checkbox"/>	Reports, Routine Monthly <input type="checkbox"/>	Other <input type="checkbox"/>
Subject:	BOARD OF EDUCATION MINUTES				
Presenter or Contact Person:	Cyndy A. Mika, Superintendent				
Summary:	The Secretary to the Board of Education has prepared draft minutes for approval.				
Financial Implications:	There are no financial implications to the budget.				
Attachments:	SM Minutes – September 2, 2025 RM Minutes – August 18, 2025				
Recommendation:	Administration recommends the Board review the Board of Education minutes for adoption, as submitted.				
Motion:	Move to approve Special Meeting Minutes of September 2, 2025, and Regular Meeting Minutes of August 18, 2025.				

**KODIAK ISLAND BOROUGH SCHOOL DISTRICT
BOARD OF EDUCATION
Special Meeting – September 2, 2025**

The Board of Education of the Kodiak Island Borough School District met in a Special Meeting on Tuesday, September 2, 2025 in the District Services Conference Room. School Board President KERRY IRONS called the meeting to order at 8:25 p.m.

ROLL CALL was taken, and the following members were present:

KERRY IRONS
JIM PRYOR
DUNCAN FIELDS
MIKE LITZOW
JESSE MICKELSON
A quorum was established.

COMMUNITY COMMENTS: None.

NEW BUSINESS:

4.01 Expenditures over \$50,000

MOTION

JIM PRYOR moved to approve Purchase Requisitions #60353 to Ford Murray, P.C. in the amount of \$100,000, and #60419 to First Student, Inc. in the amount of \$2,067,022.20, as presented. MIKE LITZOW seconded the motion, and it carried unanimously by a roll call vote of all members present.

ADJOURNMENT

5.01 Adjournment

MOTION

MIKE LITZOW moved to adjourn the meeting. JIM PRYOR seconded the motion, and it carried unanimously by a voice vote of all members present.

Without objection, and there being no further business, Board President KERRY IRONS adjourned the meeting at 8:32 p.m. on September 2, 2025.

Respectfully Submitted,

Laurie Pardoe
Secretary to the Board

Approved by the Kodiak Island Borough School District Board of Education at their Regular Meeting of September 15, 2025.

Jesse Mickelson
Clerk of the Board

**KODIAK ISLAND BOROUGH SCHOOL DISTRICT
BOARD OF EDUCATION
Regular Meeting – August 18, 2025**

The Board of Education of the Kodiak Island Borough School District met in a Regular Meeting on Monday, August 18, 2025 in the District Services Conference Room. School Board President KERRY IRONS called the meeting to order at 6:30 p.m.

ROLL CALL was taken, and the following members were present:

KERRY IRONS
JIM PRYOR
DUNCAN FIELDS
JESSE MICKELSON

Board members excused: MIKE LITZOW was excused.

A quorum was established.

APPROVAL OF THE AGENDA:

3.01 Approval of the Agenda

MOTION

JIM PRYOR moved to approve the agenda as submitted. JESSE MICKELSON seconded the motion, and it carried unanimously by a roll call vote of all members present.

APPROVAL OF THE CONSENT AGENDA:

4.01 Approval of the Consent Agenda

MOTION

JIM PRYOR moved to approve the Consent Agenda to include: Board of Education Minutes, as submitted. JESSE MICKELSON seconded the motion, and it carried unanimously by a roll call vote of all members present

4.02 Board of Education Minutes

MOTION

The motion to approve Special Meeting Minutes of August 4, 2025, and Regular Meeting Minutes of July 14, 2025, was approved under the consent agenda.

COMMUNITY COMMENTS: None

PROGRAM PRESENTATIONS:

6.01 State Assessment Results – Director of Secondary Learning, Katrina Stewart, and Director of Elementary Learning, Angela Hietala, presented the report.

6.02 Budget Update – Superintendent Cyndy Mika delivered a verbal report.

KODIAK ISLAND BOROUGH SCHOOL DISTRICT

BOARD OF EDUCATION REGULAR MEETING

August 18, 2025

Page 2 of 3

NEW BUSINESS:

- 7.01 Board Policy Update - BP 0420 *School-Based Management/Site Councils*, BP 4000 *Concepts and Roles*, BP 4020 *Drugs and Alcohol-Free Workplace*, BP 4111 *Recruitment and Selection*, BP 4111.2 *Legal Status Requirement*, BP 4112.4 *Health Examinations*, BP 4112.10 *Employment of Retired Teachers*, BP 4112.61 *Employment References*, and BP 4115 *Evaluation/Supervision (First Reading)***

MOTION

JIM PRYOR moved to revise Board Policies BP 0420, BP 4000, BP 4020, BP 4111, BP 4111.2, BP 4112.4, BP 4112.10, BP 4112.61, and BP 4115 in first reading, as presented, and forward the policies to the September 15, 2025, regular meeting for a second reading and public hearing, as presented. JESSE MICKELSON seconded the motion, and it carried unanimously by a roll call vote of all members present.

- 7.02 Monthly Financial Report**

MOTION

JESSE MICKELSON moved to acknowledge the receipt of the July Report of Revenues and Expenditures, as presented. JIM PRYOR seconded the motion, and it carried unanimously by a roll call vote of all members present.

- 7.03 Expenditures Over \$50,000**

MOTION

JIM PRYOR moved to approve Purchase Requisitions #60135 to Diversified Foods in the amount of \$102,180, #60230 to Community Inclusion Services in the amount of \$75,000, #60231 to Providence Counseling Center in the amount of \$200,000, and #60232 to First Student, Inc. in the amount of \$50,000, as presented. JESSE MICKELSON seconded the motion, and it carried unanimously by a roll call vote of all members present.

- 7.04 Grant Summary Report**

MOTION

JESSE MICKELSON moved to approve the Grant Summary Report, as presented. JIM PRYOR seconded the motion, and it carried unanimously by a roll call vote of all members present.

SUPERINTENDENT'S REPORT:

- 8.01 Superintendent's Report** – Superintendent Cyndy Mika presented the report.

COMMUNITY COMMENTS: None

BOARD UPDATES

**KODIAK ISLAND BOROUGH SCHOOL DISTRICT
BOARD OF EDUCATION REGULAR MEETING
August 18, 2025
Page 3 of 3**

**ADJOURNMENT
11.01 Adjournment**

MOTION

JESSE MICKELSON moved to adjourn the meeting. JIM PRYOR seconded the motion, and it carried unanimously by a voice vote of all members present.

Without objection, and there being no further business, Board President KERRY IRONS adjourned the meeting at 8:09 p.m. on August 18, 2025.

Respectfully Submitted,

Laurie Pardoe
Secretary to the Board

Approved by the Kodiak Island Borough School District Board of Education at their Regular Meeting of September 15, 2025.

Jesse Mickelson
Clerk of the Board



Board Agenda Item

Kodiak Island Borough School District
722 Mill Bay Rd
Kodiak, Alaska 99615

Board Mtg. Date 09-15-2025	Reports of the Superintendent <input type="checkbox"/>	Action Item <input type="checkbox"/>	Consent Agenda <input checked="" type="checkbox"/>	Reports, Routine Monthly <input type="checkbox"/>	Other <input type="checkbox"/>
Subject:	ADVISORY SCHOOL BOARD MINUTES				
Presenter or Contact Person:	Cyndy A. Mika, Superintendent				
Summary:	The District has received Advisory School Board Minutes for from Chiniak Advisory School Board(s).				
Financial Implications:	There are no financial implications to the budget.				
Attachments:	Chiniak ASB Minutes - August 27 2025				
Recommendation:	Administration recommends the Board acknowledge receipt of the Advisory School Board Minutes as submitted.				
Motion:	I move the Board acknowledge receipt of the Advisory School Board Minutes as submitted.				

Advisory School Board meeting
August 27, 2025

In person: Sandy D, Rochelle A

TEAMS: Peggy A, Christy Stark, Jon Stark, Marilyn G, Mary Jane K, Darlene C, Monique L

Sandy D introduce general process of ASB of Chiniak. Introduce Christina and Jon Stark. They are looking forward to working with everyone and are thankful for the opportunities Chiniak has.

Marilyn G rural school councilor tries to come out to schools often. Monique L is a parent. Darlene C is a parent. Cynthia S is a parent and joined us.

1) Bus waivers; In the past families have had their students ride the bus to town. Monique L last information she had received it was limited information. Peggy A only two families as of right now have permission to have students to come to Kodiak from Chiniak. This will not affect school related activities. Ro and I always confirm with the family to make sure the travel is correct.

2) Chiniak Water situation; Sandy D asks if a family would move into Chiniak community as there is a home up for sale. Will we be able to come back to this and reverse the decision.

Peggy A has heard that there is a spa that may become a water tester type 1. That may help Chiniak community in the future.

Monique L asks why it matters that there is 25 people as appose to 26 people. Why is the testing happening for 25 and under 26 people. Why is this the policy- can we figure out a better way for this?

Sandy D did you read that the school facility would have to have 25 or 26 people for at a period of 6 months. Rochelle A all the years that she has had a student which is about 10 years that the water has been a problem. It has always been an issue for all families.

Boil water notice dated from 2016. Peggy A said that it is only applies to community event of 25 or more people in the building. Sandy D this is ongoing that we need to fix this.

--Sorry I lost service and missed part of Monique L had commented. Sandy D has recommended to get a committee to work with KIB and KIBSD. Lobby for funds to get this rolling for testing.

MJ K added that sticking with getting informed, getting the right information, and moving forward with a committee to get clear and correct information on this matter. My experience from the last 3 years.

Sandy D thinks we need to lobby for this to get answers and make the changes that need to be made.

Marilyn G is the question about 60 days answered? Is it being not answered because we do not want to tip the box? Peggy A waivers were denied because the school will be fined if student population reaches 25+ while testing is not being mitigated correctly.

Monique L wants to clarify that we will not be fined on the first day. That is not how ADEC runs things. They look for people who are flying under the raider. They will look at the situation and ask for an engineer's report.

Sandy D does the school district send water out to Chiniak School. PA when we receive a bad test results is when we will have to switch to boil water only. Monique L suggest that we have a new engineer report focused to land use. Sandy D would KIBSD consider approving the waiver and not put the family or students in a transition to public school.

Superintendent Cyndy Mika joined meeting and Sandy D recap what has gone over in meeting.

S. Cyndy M the DEC wants us to go over that threshold before we fill out the form. KIBSD does not have enough funds for the water system.

The reason they were denied KIBSD does work with KIB, but the KIBSD does not have the money for this project. They do not have 2million is the funds account right now.

Meeting started recording at this point.
Next meeting set to September 22nd at 4pm

Meeting adjourns at 5:15

Sandy Daws

Mark [unclear]

Rosell [unclear]



Board Agenda Item

Kodiak Island Borough School District
722 Mill Bay Rd
Kodiak, Alaska 99615

Board Mtg. Date 9.15.25	Reports of the Superintendent <input type="checkbox"/>	Action Item <input type="checkbox"/>	Consent Agenda <input type="checkbox"/>	Reports, Routine Monthly <input type="checkbox"/>	Other <input checked="" type="checkbox"/>
Subject:	FACILITY JOINT USE AGREEMENTS				
Presenter or Contact Person:	Dr. Cyndy A. Mika, Superintendent				
Summary:	Annual renewal of the KIBSD Facility Joint Use Agreements.				
Financial Implications:	There is no financial implication to the budget.				
Attachments:	2025-2026 Kodiak College Joint Use Agreement 2025-2026 Chiniak School Joint Use Agreement 2025-2026 Akhiok School Joint Use Agreement				
Recommendation:	The Administration recommends approval of the 2024-2025 Facility Joint Use Agreements, as submitted.				
Motion:	I move the Board approve the 2025-2026 Facility Joint Use Agreements, as submitted.				



Kodiak Island Borough School District

722 Mill Bay Road
Kodiak, AK 99615

JOINT AGREEMENT FOR THE USE AND OPERATIONS
OF SCHOOL DISTRICT FACILITIES
between

KIBSD and Kodiak College

This agreement entered into this **15th day of September, 2025** by and between the KODIAK ISLAND BOROUGH SCHOOL DISTRICT, hereinafter referred to as the DISTRICT, and the KODIAK COLLEGE, hereinafter referred to as the COLLEGE. The buildings and grounds under the jurisdiction of the DISTRICT, hereinafter are referred to as DISTRICT FACILITIES.

Witnesseth:

Whereas, the DISTRICT has under its jurisdiction the operation and management of DISTRICT FACILITIES; and,

Whereas, the maximum use can be made of said DISTRICT FACILITIES by the joint use thereof by the DISTRICT and the COLLEGE, and it is in the best interests of the parties hereto and the public that such use be made thereof:

Now therefore, in consideration of the above premises and the undertaking and covenants of each of the parties as hereinafter set forth, it is agreed by and between the parties as follows:

1. **Terms:** This AGREEMENT shall be effective for a term of 12 months commencing on **September 1, 2025** and ending **August 31, 2026**. The AGREEMENT may be terminated by either party giving 30 days written notice.
2. **Program:** DISTRICT and COLLEGE program offerings should be complementary and supportive and not competitive in nature. Joint planning, reporting and evaluation will be required to affect this end.
3. **Facilities:** The DISTRICT FACILITIES, which are the subject of this agreement, include the facilities that would be appropriate for COLLEGE classes and activities.
4. **Time periods for specific negotiated use:**
 - a. Monday - Friday during the period of the regular school year, roughly September through May, 7:30 a.m. - 4:30 p.m.
 - b. Monday - Friday during the period of the regular school year, roughly September through May, 4:30 p.m. - 10:00 pm.
 - c. Saturday, during the period of the regular school year, roughly September through May, 8:00 a.m. - 5:00 p.m.
 - d. Other time periods mutually agreed upon between the DISTRICT and the COLLEGE

5. **Priority of use of School District Facilities:** Priority of use is relative and reflects the Intended primary use of the facilities for K-12 educational purposes and the secondary use of community service for recreation, education, and leisure-time activities. In the time period "a." the SCHOOL DISTRICT shall have the exclusive right to use of SCHOOL DISTRICT FACILITIES. The DISTRICT may share the space. In the time period "b." joint use will be assumed with first priority given to SCHOOL DISTRICT sponsored activities. In the time period "c." and "d.", joint-use will be assumed with mutual access by the DISTRICT, the COLLEGE, and City Parks and Recreation. The DISTRICT will recognize the COLLEGE and City Parks and Recreation Program needs for space as equal, but of a higher priority than other community groups in the scheduling of space use.
6. **Scheduling of Activities:** Specific requests for use will be made by the COLLEGE to the DISTRICT and will include the following: person in charge, space desired, approximate number of participants, time, and a description of the activities involved. Approval rests with the DISTRICT Director of Operations or his/her designee. After the initial approval is granted, the COLLEGE must provide the DISTRICT with at least one week's advance notice prior to commencement of change in the schedule of the approved activity. Once the COLLEGE establishes their schedule, the DISTRICT must give the COLLEGE at least one week's advance notice before changing their DISTRICT schedule. Use of DISTRICT facilities by groups outside the realm of the COLLEGE or the DISTRICT, at times other than during regular school hours, will be scheduled by the DISTRICT Community Schools Supervisor after notification and review of affected COLLEGE and DISTRICT staff.
7. **Denial of Facilities:** The DISTRICT and COLLEGE reserve the right to deny the use of SCHOOL DISTRICT FACILITIES to groups and/or individuals when their behavior may either do physical harm to the facilities or participants, or by their presence, downgrade or offend the moral and ethical standards of the DISTRICT and Community. The DISTRICT and COLLEGE will designate individuals responsible to effect this denial. Specific rules will be posted in areas of use. Attention to the rules will be accomplished by each activity and as needed throughout the duration of the schedule.
8. **College Obligation:** The COLLEGE's responsibility is restricted to public use of the DISTRICT FACILITIES for those activities under their sponsorship. This means that the COLLEGE will:
 - a. Hire, terminate, pay and supervise all COLLEGE personnel.
 - b. Schedule all COLLEGE programs and activities; coordinate with Community Schools Office.
 - c. Provide for safe storage and handling of all items used daily, especially hazardous chemicals.
 - d. Provide for policing of area used, both during and at the end of the activity.
 - e. Provide reimbursement to the DISTRICT for:
 1. Custodial overtime required due to use incurred by the COLLEGE during time periods "c." and "d." Custodial overtime may be unnecessary if facilities are left in clean condition, subject to approval of the Community Schools Office.

2. Staff overtime required due to use incurred by the COLLEGE during time period "d."
- f. Provide adequate numbers of trained, qualified personnel for supervision of all COLLEGE classes and activities and ensure that COLLEGE participants have vacated DISTRICT facilities prior to supervisor's conclusion of activities.
- g. Provide custodial service for activities outside the normal school year, i.e. time period "d".
- h. Provide reasonable advance notification of special equipment needs

9. District Obligation: The DISTRICT will:

- a. Provide heat, light, power, water and equipment necessary for both DISTRICT and COLLEGE use.
- b. Handle all major normal building maintenance and special maintenance to ensure individual health and safety in the DISTRICT FACILITIES
- c. Provide regular custodial services during the regular school year, i.e., Monday - Friday, September through May, when facilities are vacated by COLLEGE participants and supervisors by 10:00 p.m.

10. Fees: All fees charged for participation belong to the COLLEGE.

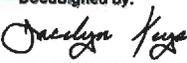
11. Defense and Indemnification:

During the term of this Agreement, University shall maintain as its own expense the following insurance: The University will, at all times, have in effect professional liability and general liability insurance or funded self-insurance for itself, its faculty and its Students, with at least one million dollars (\$1,000,000) per occurrence or claim and at least three million dollars (\$3,000,000) in the annual aggregate, and shall, prior to commencement of this Agreement, furnish Facility certificates from the insurance carrier(s) evidencing such coverage(s) and stating that the insurance carrier(s) will give Facility at least ten (10) days advance written notice of any cancellation, nonrenewal, or change in limits of coverage.

12. Property Damage: The DISTRICT FACILITIES or property thereon damaged or destroyed by reason of negligence or acts of COLLEGE employees or persons using the DISTRICT FACILITIES during the times that said facilities are subject to the exclusive use of the COLLEGE shall be the responsibility of the COLLEGE, and reimbursement for replacement or repair thereof shall be made by the COLLEGE to the DISTRICT; and when COLLEGE equipment or materials located in the DISTRICT FACILITIES is damaged or destroyed by reason of negligence or acts of the DISTRICT employees or persons using the COLLEGE equipment or materials during times that the specific facility is subject to the exclusive use of the DISTRICT, shall be the responsibility of the DISTRICT to the COLLEGE; provided however, that nothing herein contained shall be construed to obligate the DISTRICT or COLLEGE to make repairs for damage which is due to ordinary wear and tear. COLLEGE property shall be clearly labeled as property of the COLLEGE.

Signatures required:

Kodiak College

DocuSigned by:

5867829D52B34B7...

Campus Director/Date September 2, 2025

DocuSigned by:

BF2888DA492541B...

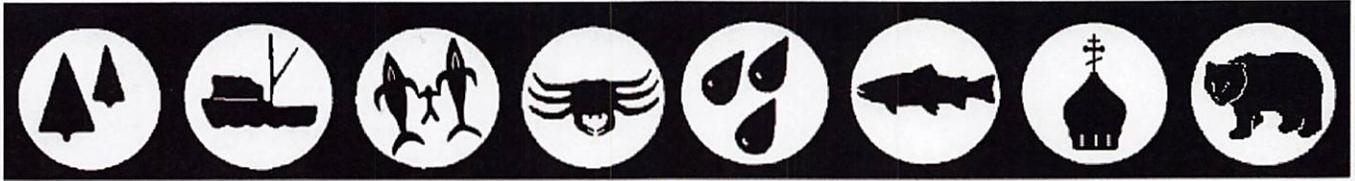
Vice Chancellor for Administrative Services/Date
September 2, 2025

Kodiak Island Borough School District

School Superintendent/Date

School Board President/Date

School Board Clerk/Date



Kodiak Island Borough School District

722 Mill Bay Road

Kodiak, AK 99165

JOINT AGREEMENT FOR THE USE AND OPERATIONS
OF SCHOOL DISTRICT FACILITIES

between

KIBSD and Chiniak

This agreement entered into this **15th day of September, 2025** by and between the KODIAK ISLAND BOROUGH SCHOOL DISTRICT, hereinafter referred to as the DISTRICT, and the **COMMUNITY of CHINIAK**, hereinafter referred to as the COMMUNITY. The school gyms, multi-purpose rooms, classrooms, hereinafter referred to as the SCHOOL DISTRICT FACILITIES.

Witnesseth:

Whereas, the DISTRICT has under its jurisdiction the operation and management of the KODIAK ISLAND BOROUGH SCHOOL DISTRICT FACILITIES within the COMMUNITY boundaries; and

Whereas, it is improper, inconvenient, and costly for the DISTRICT to run a public recreation program; and

Whereas, said SCHOOL DISTRICT FACILITIES are physically convenient and capable of being used by the COMMUNITY and its programs, and

Whereas, maximum use can be made of said SCHOOL DISTRICT FACILITIES by the joint use thereof of the DISTRICT and the COMMUNITY, and it is in the best interests of the parties hereto and the public that such use be made thereof;

Now therefore, in consideration of the above premises and the undertaking and covenants of each of the parties as hereinafter set forth, it is agreed by and between the parties as follows:

1. **Terms:** This AGREEMENT shall be effective for a term of 12 months commencing on **October 1, 2025** and ending **September 30, 2026**. The AGREEMENT may be terminated by either party giving 30 days' written notice or, immediate termination may occur based on violation of terms of this agreement.
2. **Program:** DISTRICT and COMMUNITY program offerings should be complementary and supportive and not competitive in nature. Joint planning, reporting and evaluation will be required to affect this end.
3. **Facilities:** The DISTRICT FACILITIES, which are the subject of this agreement include the school gym, multi-purpose rooms, classrooms, and limited storage space.
4. **Time periods for specific negotiated use:**
 - a. Monday - Friday during the period of the regular school year, roughly September through May, 7:30 a.m. – 7:00 p.m.
 - b. Monday - Friday during the period of the regular school year, roughly September through May, 7:00 p.m. - 7:30 a.m.
 - c. Saturday, during the period of the regular school year, roughly September through May, 1:00 pm to 3:30 pm
 - d. Other time periods mutually agreed upon between the Regional Rural Principal or his/her designee and the COMMUNITY.

- 5. Priority of use of School District Facilities:** Priority of use is relative and reflects the intended primary use of the facilities for K-12 educational purposes and the secondary use of community service for recreation, education, and leisure-time activities. In the time period “a.” the SCHOOL DISTRICT shall have the exclusive right to use of SCHOOL DISTRICT FACILITIES. The DISTRICT may share the space. In the time period “b.” joint use will be assumed with first priority given to SCHOOL DISTRICT sponsored activities. In the time period “c.” and “d.”, joint-use will be assumed with mutual access by the DISTRICT and the COMMUNITY. The DISTRICT will recognize the COMMUNITY’s need for space as equal, but of a higher priority than other community groups in the scheduling of space use. The DISTRICT may not retain the gym for daily practice of SCHOOL DISTRICT teams beyond 7:00 p.m.
- 6. Scheduling of Activities:** Specific requests for use will be made by the COMMUNITY to the DISTRICT and will include the following: time, activity description, space desired, approximate number and age of participants, and the plan of supervision and control. Approval rests with the Regional Rural Principal or his/her designee. After the initial approval is granted, the COMMUNITY must provide the DISTRICT with at least one week’s advance notice prior to commencement of a change in the COMMUNITY recreation time schedule for approval by the DISTRICT. Once the COMMUNITY establishes their recreation schedule, the DISTRICT must give the COMMUNITY at least one week’s advance notice before changing their DISTRICT schedule. These schedule changes must be approved by the COMMUNITY official and the Regional Rural Principal or his/her designee. Use of DISTRICT facilities by groups outside the realm of the COMMUNITY or the DISTRICT, at times other than during regular school hours, will be scheduled by the Regional Rural Principal or her/his designee after notification and review of affected COMMUNITY and DISTRICT staff. Facilities cannot be scheduled unless the Regional Rural Principal or her/his designee is present in the village.
- 7. Denial of Facilities:** The DISTRICT and COMMUNITY reserve the right to deny the use of SCHOOL DISTRICT FACILITIES to groups and/or individuals when their behavior may either do physical harm to the facilities or participants, or by their presence, downgrade or offend the moral and ethical standards of the DISTRICT and Community. The Regional Rural Principal or his/her designee is designated to effect this denial on the DISTRICT’S behalf. The COMMUNITY shall designate an individual to serve on its behalf. Specific rules will be posted in areas of use. Attention to the rules will be accomplished by each activity and as needed throughout the duration of the schedule.
- 8. COMMUNITY Obligation:** The COMMUNITY’s responsibility is restricted to public use of the DISTRICT FACILITIES for those activities under their sponsorship. This means that the COMMUNITY will:

 - a. Hire, terminate, pay and supervise all COMMUNITY personnel. New hires are subject to review by the Regional Rural Principal or his/her designee, and the Advisory School Board will be informed.
 - b. Schedule all COMMUNITY programs and activities.
 - c. Provide for safe storage and handling of all items used during COMMUNITY recreation activities.
 - d. Provide for policing of area used both during and at the end of each activity.
 - e. Provide reimbursement to the DISTRICT for custodial overtime required due to use incurred by the COMMUNITY over and beyond the approved schedule.
 - f. Provide custodial service for activities outside the normal school year, i.e. time period “d.” according to DISTRICT standards.
 - g. Provide adequate numbers of trained, qualified personnel for supervision of all COMMUNITY sponsored recreation activities and ensure that COMMUNITY recreation participants have vacated DISTRICT facilities prior to supervisor’s conclusion of duties.

- h. If supervision is determined to be inadequate by the Regional Rural Principal or his/her designee, immediate steps must be taken by the COMMUNITY to correct the problem. If funding is unavailable for supervisory personnel, recreational use of facilities may be terminated; however, voluntary supervisory personnel may be appointed for the recreation program. The process for this appointment shall be similar to the hiring procedures for DISTRICT classified staff, i.e. the local school administrator shall review applications and make recommendations on selection to the Regional Rural Principal. Voluntary personnel shall be supervised by the Regional Rural Principal or his/her designee.

9. District Obligation: The DISTRICT will:

- a. Provide heat, light, power, chemical supplies and equipment, and water necessary for both DISTRICT and COMMUNITY use.
- b. Handle all major mechanical work.
- c. Provide all normal building maintenance to ensure individual health and safety in the gyms and supporting facilities.
- d. Provide all normal building maintenance and special maintenance to ensure individual health and safety in the gyms and supporting facilities.
- e. Provide regular custodial services during the regular school year, i.e., Monday - Friday, September through May, when facilities are vacated by COMMUNITY participants and supervisors by 10:30 p.m.

10. Fees: All fees charged for participation belong to the sponsor of the activity.

11. Property Damage: The DISTRICT FACILITIES or property thereon damaged or destroyed by reason of negligence or acts of COMMUNITY employees or persons using the DISTRICT FACILITIES during the times that said facilities are subject to the exclusive use of the COMMUNITY shall be the responsibility of the COMMUNITY, and reimbursement for replacement or repair thereof shall be made by the COMMUNITY to the DISTRICT provided; however, that nothing herein contained shall be construed to obligate the COMMUNITY to make repairs for damage which is due to ordinary wear and tear.

12. Liability Insurance: The COMMUNITY shall, at all times, maintain and keep in effect liability insurance, naming the KODIAK ISLAND BOROUGH SCHOOL DISTRICT as an additional named insured, and agrees to indemnify the School District for any injuries which occur on the School Premises and SCHOOL DISTRICT FACILITIES due to the users' negligence. Proof of insurance is to be provided to the DISTRICT. The DISTRICT will be given thirty (30) days written notice prior to cancellation of liability insurance.

13. Assignment: The COMMUNITY shall not assign a portion of, or all of, their duties of this agreement to a third party without written notification to, and written permission of the DISTRICT.

Signatures required:

**Kodiak Island Borough School District
Superintendent of Schools**

COMMUNITY Chairperson

**Kodiak Island Borough School District
Regional Rural Principal**

Christine Stark

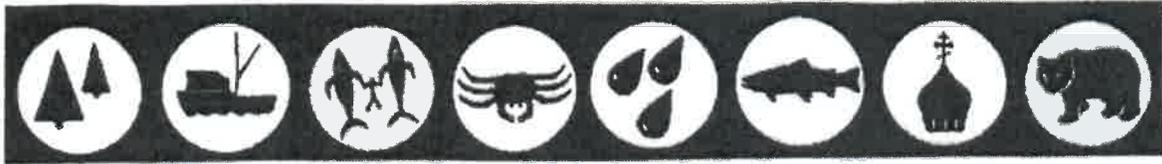
School Principal/Head Teacher

**Kodiak Island Borough School District
Board of Education, President**

Pauline Andrews

Advisory School Board Chairperson

**Kodiak Island Borough School District
Board of Education, Clerk**



August 27, 2025

To: Village Principals/Head Teachers

From: Wes Hanna, Community Schools

Enclosed please find the 2025/2026 JOINT USE AGREEMENT *between* the KIBSD and your local city government effective with School Board approval at their September 15, 2025 Regular Meeting.

Also enclosed is a signature page.

1. Please secure the signatures of your local ASB chairperson and the city mayor on the signature page and add your signature as well.
2. Retain one copy for your files and **return the signature page by mail to the:**

**Board of Education, 722 Mill Bay Road, Kodiak AK 99615
ATTN: LAURIE PARDOE**

When all signatures from the District are secured and the Agreement has Board approval, I will send you a copy of the signature page for your files. You may keep the original Joint Use Agreement.

Should you have any questions, please don't hesitate to contact me by phone or e-mail.

Sincerely,

Wes Hanna,
Community Schools
907-486-7477
whanna01@kibsd.org



Kodiak Island Borough School District

722 Mill Bay Road
Kodiak, AK 99615

**JOINT AGREEMENT FOR THE USE AND OPERATIONS
OF SCHOOL DISTRICT FACILITIES**

between

KIBSD and Akhiok

This agreement entered into this 15th day of September, 2025, by and between the KODIAK ISLAND BOROUGH SCHOOL DISTRICT, hereinafter referred to as the DISTRICT, and the CITY OF AKHIOK, hereinafter referred to as the CITY. The school gyms, multi-purpose rooms, classrooms, hereinafter referred to as the SCHOOL DISTRICT FACILITIES.

Witnesseth:

Whereas, the DISTRICT has under its jurisdiction the operation and management of the KODIAK ISLAND BOROUGH SCHOOL DISTRICT FACILITIES within the CITY boundaries; and

Whereas, it is improper, inconvenient, and costly for the DISTRICT to run a public recreation program; and

Whereas, said SCHOOL DISTRICT FACILITIES are physically convenient and capable of being used by the CITY and its programs, and

Whereas, maximum use can be made of said SCHOOL DISTRICT FACILITIES by the joint use thereof of the DISTRICT and the CITY, and it is in the best interests of the parties hereto and the public that such use be made thereof;

Now Therefore, in consideration of the above premises and the undertaking and covenants of each of the parties as hereinafter set forth, it is agreed by and between the parties as follows:

- 1. Terms:** This AGREEMENT shall be effective for a term of 12 months commencing on **October 1, 2025** and ending **September 30, 2026**. The AGREEMENT may be terminated by either party giving 30 days' written notice or, immediate termination may occur based on violation of terms of this agreement.
- 2. Program:** DISTRICT and CITY program offerings should be complementary and supportive and not competitive in nature. Joint planning, reporting and evaluation will be required to effect this end.
- 3. Facilities:** The DISTRICT FACILITIES, which are the subject of this agreement include the school gym, multi-purpose rooms, classrooms, and limited storage space.
- 4. Time periods for specific negotiated use:**
 - a. Monday - Friday during the period of the regular school year, roughly September through May, 7:30 a.m. – 7:00 p.m.
 - b. Monday - Friday during the period of the regular school year, roughly September through May, 7:00 p.m. - 7:30 a.m.
 - c. Saturday, during the period of the regular school year, roughly September through May, 1:00 pm to 3:30 pm
 - d. Other time periods mutually agreed upon between the Regional Rural Principal or his/her designee and the CITY.

Signatures required:

**Kodiak Island Borough School District
Superintendent of Schools**

✓ 

City Mayor

Peggy Azuyak

**Kodiak Island Borough School District
Regional Rural Principal**

✓ 

School Principal/Head Teacher

**Kodiak Island Borough School District
Board of Education, President**

Marcella Amado-White

Advisory School Board Chairperson

**Kodiak Island Borough School District
Board of Education, Clerk**



Board Agenda Item

Kodiak Island Borough School District
 722 Mill Bay Rd
 Kodiak, Alaska 99615

Board Mtg. Date 09.02.2025	Reports of the Superintendent <input type="checkbox"/>	Action Item X	Consent Agenda <input type="checkbox"/>	Reports, Routine Monthly <input type="checkbox"/>	Other <input type="checkbox"/>
Subject:	FY26 GRANT SUMMARY REPORT				
Presenter or Contact Person:	Krista Cowley, Chief Financial Officer Cyndy Mika, Superintendent				
Summary:	BP 3460 The Superintendent or designee shall keep the School Board informed about the District's financial condition.				
Financial Implications:	See attached Grants Summary Spreadsheet				
Attachments:	FY26 Grants Summary Spreadsheet and Grant award documents				
Recommendation:	The Administration recommends the Board approve the FY26 Grant Summary Report submitted.				
Motion:	Move to approve the Broadband Assistance Grant in the amount of \$647,028.00, Fresh Fruits and Vegetable 1st Qtr Grant in the amount of \$9,140.63, and the Migrant Supplemental Grant in the amount of \$18,100.00 as presented.				

- GMS Home
- Administer
- Search
- Inbox
- Planning
- Application Supplement
- Funding
- Reimbursement Requests
- Project Summary
- LEA Document Library
- Address Book
- Document Library
- Help
- Contact DEED

Grant Award Report

KC Session Timeout: 59:19 [\(Hide Timer\)](#)

Kodiak Island Borough School District (28) Public School District - FY 2026 - Broadband Assistance - Rev 0 - Grant Award Report

Go To

Navigation bar with icons for back, forward, refresh, search, and zoom. Includes a search box with "Find | Next" and a zoom dropdown set to "100%".

Alaska Department of Education and Early Development

Grant Recipient: Kodiak Island Borough School District
Vendor Number: TKI84571
Authorized Representative: Cyndy Mika
Funding Application: Broadband Assistance
Contact Person: Walter Barnes
Grant Period: 7/1/2025 - 6/30/2026
R&D: No

Grant Number: BA 26.KISD.01
Revision: 0
Total Grant Amount: \$647,028.00
Previous Amount: \$0.00
Change: \$647,028.00
UEI/DUNS #:

Total	Previous	Change	Financial Coding	Indirect Rate	CFDA	Grant	Federal Award	Federal Award Period of Availability	Federal Award Date	Awarding Agency
\$647,028.00	\$0.00	\$647,028.00	1004 EBBG01004 1100 KISD	.00		Broadband Assistance	General Funds	7/1/2025 - 6/30/2026	7/1/2025	SOA/DEED

Consultant Approval Step: DEED Program Manager Approved
Consultant Approver: Faye Tanner
Consultant Approval Date: 8/21/2025 2:09:55 PM

Director Approval Step: DEED Administrator Approved
Director Approver: Heather Heineken
Director Approval Date: 8/22/2025 7:38:02 AM

For questions regarding this grant award, please contact the Grant Administration Team, 907-465-8694.

GRANT AWARD FY2026



Finance and Support Services
PO Box 110500
Juneau, AK 99801

I. Grantee Information

- | | |
|--|--|
| 1. Vendor Number: <u>TKI84571</u> | 6. Grantee's UEI Number: <u>CQYBAAS6K4W4</u> |
| <u>Kodiak Island Borough School</u> | 7. Grant Number: <u>FF 26 KISD 01</u> |
| 2. Grantee Name: <u>District</u> | <u>Fresh Fruit and Vegetable Program -</u> |
| 3. Mailing Address: <u>722 Mill Bay Road</u> | 8. Grant Title: <u>First Quarter</u> |
| 4. Address 2: _____ | 9. Amendment Number: <u>Initial Award</u> |
| 5. City, State, Zip: <u>Kodiak, AK 99615</u> | |

II. Contact Information

1. Authorized Representative

- a. Name: Krista Cowley
- b. Phone: (907) 486-7557
- c. Email: krista.cowley@kibsd.org

2. Primary Point of Contact

- a. Name: Jodan Fruto
- b. Phone: (907) 486-7448
- c. Email: jodan.fruto@kibsd.org

III. Financial Summary

	a. Begin	b. End
1. Period of Performance	<u>07/01/25</u>	<u>09/30/25</u>
2. Budget Period	<u>07/01/25</u>	<u>09/30/25</u>
3. Closeout Date	<u>11/30/25</u>	

4. Original Grant Award	<u>\$9,140.63</u>
5. Pervious Amendments	<u>\$0.00</u>
6. Current Amendment	<u>\$0.00</u>
7. Total Grant Amount	<u>\$9,140.63</u>
8. Approved Indirect Cost Rate	<u>7.290%</u>

Approved indirect cost rate is included in the total grant awarded

Reporting and Reimbursement

9. Frequency of Reimbursement Requests	<u>Monthly</u>
10. Method for submitting reimbursement requests	
<u>Reimbursement requests must be submitted via CNPweb within the sooner of either 60 calendar days of the last day of the of the month covered by the claim or the closeout date specified on the Grant Award Notice. Additional supporting documentation must be submitted by email to EED.CNP.FFVP@alaska.gov.</u>	

IV. General Grant Terms

- No portion of this grant may be used directly or indirectly for the benefit of a Department of Education & Early Development employee [AS 39.50.010, Conflict of Interest; AS 39.52.170, Outside Employment; AS 39.52.150, Improper Influence in State; Grants, Contracts, Leases, or Loans]
- This grant provides services as stated in the grantee's application and amendments as approved by the Department. Funds under this grant must only be expended as stated in the approved application.
- This grant provides funding during the Budget Period specified; the Period of Performance may exceed the Budget Period. The State is not obligated to fund the grant beyond the Budget Period or scope of work. The grantee shall adhere to the budget, scope of work, and period of performance and shall request changes in writing, in advance (2 CFR §200.308).

INITIAL
HERE



DEED
Program Admin

DS

DEED
Grant Admin

CB

Grantee's
Auth. Rep's

Initial
KC

4. Indirect cost rate may be charged to this grant at the approved rate indicated in Section III box 8, unless stated otherwise.
5. Reimbursement requests must be submitted in the frequency and manner required in Section III box 9 and box 10.
6. A final evaluation may be required before the final payment is made. Final reimbursement request must be received by 5:00 p.m. Alaska Time the above "Closeout Date". If the final reimbursement request has not been received the deadline, the unexpended balance may be liquidated from the grant.
7. This grant is subject to the OMB Uniform Grant Guidance [2 CFR §200.501] audit requirements or the state single audit requirements [2 AAC 45]. This grant may be monitored by the Department Staff. If additional monitoring is determined necessary, an attachment will be included.
8. Grant awards accompanied by a budget with unallocated funds are provisional. No commitments or obligations may be made against those funds until an approved budget, signed by the program manager, is received by the grantee.
9. Reimbursements will be made for actual expenditures attributable to the grant [2 CFR §200.302].
10. Grantees must provide and maintain adequate supporting documentation on the use of the grant funds for reimbursement and those requests cannot exceed the total amount of the approved grant award. Records must be maintained in accordance with 2 CFR §200.334.
11. All required reporting must be completed and maintained on file.
12. The State, the Federal awarding agency, Federal agency's Inspectors General, the Comptroller General of the United States, or any of their representatives must have the right of access to any documents, papers, or other records pertaining to this award in accordance with 2 CFR §200.337.
13. Funds must be tracked separately from other Child Nutrition Program funds and be reported in a separate Special Revenue Fund and reported separately on the Schedule of Expenditures of Federal Awards (SEFA) indicating the below CFDA number.
14. Grantee must adhere to all administrative and compliance requirements including, but not limited to, the Davis-Bacon prevailing wage.
15. Grantees must be registered in System for Award Management (SAM) to receive an award and provide a valid unique entity identifier (<https://www.sam.gov>).
16. Grantee must comply with general procurement standards [2 CFR §200.318 – .327] and are subject to the non-procurement debarment & suspension regulations implementing Executive Orders 12549 & 12689 [2 CFR §200.214].
17. This grant must not be used for research and development.
18. Grantees must establish and maintain effective internal controls over the federal sub award in accordance with 2 CFR §200.303.
19. The grantee will ensure that it does not obligate or award funds to any party that has been debarred or suspended, either by requiring a certification from the party or by checking SAM.gov prior to awarding or obligating funds per 2 CFR §180.330(a). The grantee will also ensure that the requirements under 2 CFR Part 180 Subpart C are communicated to the parties awarded or obligated federal funds per 2 CFR §180.330(b).
20. Public announcements pertaining to this grant will be made with prior Department approval. Public announcements include, but are not limited to, press releases, requests for proposals, and bid solicitations. Announcements will clearly state the percentage and dollar amount of the program/project costs financed with Federal funds, and the percentage and dollar amount of the program/project costs financed by non-governmental sources.
21. Materials developed with grant funds are the property of the Alaska Department of Education and Early Development. A final copy of the material must be sent to the Department. The Department may disseminate materials statewide, if appropriate. Such material shall contain an acknowledgment of the use of state and/or federal funds in the development of that material.

Grant Specific terms continue on next page

INITIAL
HERE



DEED ^{DS}
Program Admin

DEED ^{DS}
Grant Admin

Grantee's
Auth. Rep's ^{Initial}

V. Terms and Conditions Specific to this Grant

1. Grantee shall abide by all statutes in 42 U.S.C §1769a.
2. No more than 10% of funds may be used for administrative costs, including indirect cost.
3. First quarter grants: Funds must be obligated or encumbered by the 30th of September each year. A Purchase Order or Delivery Order verifying that funds have been encumbered/obligated by the 30th of September of each year must be submitted to the Department of Education & Early Development no later than the 15th of October. No labor costs can be encumbered.
4. Second quarter grants: Funds must be obligated or encumbered by the 31st of May each year. A Purchase Order or Delivery Order verifying that funds have been encumbered/obligated by the 31st of May of each year must be submitted to the Department of Education & Early Development no later than the 30th of June. No labor costs can be encumbered.

VI. Contact Information

If you have questions about the grant/program operations or administration, contact

Email EED.CNP.FFVP@alaska.gov and Sue Lampert (susan.lampert@alaska.gov)

If you have financial questions, including about reimbursement, email EED.CNP.Grants@alaska.gov or contact:

Carole Baker (carole.baker@alaska.gov)

INITIAL
HERE ►

DEED ^{DS}
Program Admin 

DEED ^{DS}
Grant Admin 

Grantee's
Auth. Rep's 

VII. Financial Coding

Amount	Fund	Appropriation	Unit	Program/Phase	CFDA	Federal Award ID Number (FAIN)	Awarding Agency	Federal Award Date
\$9,140.63	1004	ECNS01002	2010	FRESHFRUIT PY2025	10.582	257AKAK1L1603	USDA	10/24/24

VIII. Department Approval

DEED Program/Grant

Coordinator: [Sue Lampert](#)

Signature:  Date: 7/25/2025

DEED Grant

Administrator: [Carole Baker](#)

Signature:  Date: 7/25/2025

IX. Accept Terms and Conditions

I, a duly authorized representative of the grantee, accept the terms and conditions outlined in the grant agreement on behalf of the grantee and commit to fulfilling all obligations and responsibilities associated with the awarded grant. I affirm that I have read, understood, and agree to comply with all terms and conditions specified in the grant agreement

Grantee's Authorized

Representative: [Krista Cowley](#)

Signature:  Date: 7/28/2025

X. Nondiscrimination Statement

In accordance with federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, this institution is prohibited from discriminating on the basis of race, color, national origin, sex (including gender identity and sexual orientation), disability, age, or reprisal or retaliation for prior civil rights activity.

Program information may be made available in languages other than English. Persons with disabilities who require alternative means of communication to obtain program information (e.g., Braille, large print, audiotape, American Sign Language), should contact the responsible state or local agency that administers the program or USDA's TARGET Center at (202) 720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800) 877-8339.

To file a program discrimination complaint, a Complainant should complete a Form AD-3027, USDA Program Discrimination Complaint Form which can be obtained online at: <https://www.usda.gov/sites/default/files/documents/ad-3027.pdf>, from any USDA office, by calling (866) 632-9992, or by writing a letter addressed to USDA. The letter must contain the complainant's name, address, telephone number, and a written description of the alleged discriminatory action in sufficient detail to inform the Assistant Secretary for Civil Rights (ASCR) about the nature and date of an alleged civil rights violation. The completed AD-3027 form or letter must be submitted to USDA by:

mail: U.S. Department of Agriculture
Office of the Assistant Secretary for Civil Rights
1400 Independence Avenue, SW
Washington, D.C. 20250-9410; or

fax: (833) 256-1665 or (202) 690-7442; or

email: Program.Intake@usda.gov

This institution is an equal opportunity provider.

Certificate Of Completion

Envelope Id: 4976E4FC-5135-467A-9AD6-0EDEA1B4DEB8

Status: Completed

Subject: Complete with Docusign: Grant Award Notice.pdf

Source Envelope:

Document Pages: 4

Signatures: 3

Envelope Originator:

Certificate Pages: 4

Initials: 9

Gavin Northey

AutoNav: Enabled

PO Box 110206

Envelopeld Stamping: Disabled

Juneau, AK 99811

Time Zone: (UTC-09:00) Alaska

gavin.northey@alaska.gov

IP Address: 54.235.179.6

Record Tracking

Status: Original

Holder: Gavin Northey

Location: DocuSign

7/25/2025 11:02:18 AM

gavin.northey@alaska.gov

Security Appliance Status: Connected

Pool: StateLocal

Storage Appliance Status: Connected

Pool: State of Alaska

Location: Docusign

Signer Events

Susan Lampert

susan.lampert@alaska.gov

State of Alaska

Security Level: Email, Account Authentication
(None)

Signature

DocuSigned by:

DAA479D6598D4F1...

Timestamp

Sent: 7/25/2025 11:02:19 AM

Viewed: 7/25/2025 11:36:58 AM

Signed: 7/25/2025 11:37:09 AM

Signature Adoption: Pre-selected Style

Using IP Address: 216.137.211.214

Electronic Record and Signature Disclosure:

Accepted: 6/5/2024 7:38:56 AM

ID: 3e83e9aa-47f4-4bb3-817c-6426f7d235d9

Company Name: State of Alaska

Carole Baker

carole.baker@alaska.gov

State of Alaska

Security Level: Email, Account Authentication
(None)

DocuSigned by:

70DE1467BD1546A...

Sent: 7/25/2025 11:37:10 AM

Viewed: 7/25/2025 2:14:30 PM

Signed: 7/25/2025 2:14:53 PM

Signature Adoption: Pre-selected Style

Using IP Address: 66.230.83.78

Electronic Record and Signature Disclosure:

Accepted: 6/7/2024 8:35:13 AM

ID: 0db8e72b-ef38-4b15-bdea-24ad68c017e1

Company Name: State of Alaska

krista.cowley@kibsd.org

krista.cowley@kibsd.org

Security Level: Email, Account Authentication
(None)

Signed by:

0606DDEAD3EC413...

Sent: 7/25/2025 2:14:55 PM

Viewed: 7/28/2025 7:33:14 AM

Signed: 7/28/2025 7:34:08 AM

Signature Adoption: Pre-selected Style

Using IP Address: 24.237.235.144

Electronic Record and Signature Disclosure:

Accepted: 7/28/2025 7:33:14 AM

ID: 40515d93-92ba-49ae-a7de-ac6413f79f6c

Company Name: State of Alaska

In Person Signer Events

Signature

Timestamp

Editor Delivery Events

Status

Timestamp

Agent Delivery Events

Status

Timestamp

Intermediary Delivery Events	Status	Timestamp
-------------------------------------	---------------	------------------

Certified Delivery Events	Status	Timestamp
----------------------------------	---------------	------------------

Carbon Copy Events	Status	Timestamp
---------------------------	---------------	------------------

jodan.fruto@kibsd.org jodan.fruto@kibsd.org Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Accepted: 7/19/2024 12:59:33 PM ID: 8568bbcd-faf3-4757-8a2e-222dc14f55f1 Company Name: State of Alaska	<div style="border: 2px solid blue; padding: 5px; display: inline-block;">COPIED</div>	Sent: 7/28/2025 7:34:10 AM
--	---	----------------------------

Witness Events	Signature	Timestamp
-----------------------	------------------	------------------

Notary Events	Signature	Timestamp
----------------------	------------------	------------------

Envelope Summary Events	Status	Timestamps
--------------------------------	---------------	-------------------

Envelope Sent	Hashed/Encrypted	7/25/2025 11:02:19 AM
Certified Delivered	Security Checked	7/28/2025 7:33:14 AM
Signing Complete	Security Checked	7/28/2025 7:34:08 AM
Completed	Security Checked	7/28/2025 7:34:10 AM

Payment Events	Status	Timestamps
-----------------------	---------------	-------------------

Electronic Record and Signature Disclosure

ELECTRONIC RECORD AND SIGNATURE DISCLOSURE

Please read this Electronic Records and Signature Disclosure (ERSD). It concerns your rights regarding electronically undertaking, and the conditions under which you and the State of Alaska agree to electronically undertake, the transaction to which it relates (the “TRANSACTION”).

Consent to Electronically Undertake the TRANSACTION

You can electronically undertake the TRANSACTION only if you confirm that you meet the following requirements by selecting the box next to “I agree to use electronic records and signature” (the “AGREE BOX”):

1. you can fully access and have read this ERSD;
2. you can fully access all of the information in the other TRANSACTION records;
3. you can retain all of the TRANSACTION records in a form that you will be able to fully access for later reference;
4. you consent to undertake the TRANSACTION electronically; and
5. you are authorized to undertake the TRANSACTION. (Please note that falsely undertaking the TRANSACTION may subject you to civil liabilities and penalties and/or to criminal penalties.)

If you cannot or are not willing to confirm each of these five things, do not select the AGREE BOX.

Withdrawing Consent

If you select the AGREE BOX, you can withdraw your consent to electronically undertake the TRANSACTION at any time before you complete the TRANSACTION: simply do not finalize it. The only consequence of withdrawing your consent is that you will not finalize the TRANSACTION.

If you select the AGREE BOX, your consent will apply only to this TRANSACTION. You must separately consent to electronically undertake any other transaction with the State of Alaska.

Paper Option for Undertaking the TRANSACTION

You may undertake the TRANSACTION with the State of Alaska using paper records. (State of Alaska employees who want to undertake the TRANSACTION in paper should contact the agency responsible for the TRANSACTION.) Print the paper records on the website of the State of Alaska agency responsible for the TRANSACTION, or request them from the agency. The State of Alaska homepage is at <http://alaska.gov/>.

Copies of TRANSACTION Records

After completing the TRANSACTION but before closing your web browser, you should download the TRANSACTION records. Or you can download the records within 30 days after

completing the TRANSACTION using the link in the DocuSign email sent to the email address you used to complete the TRANSACTION. The State of Alaska will not provide a paper copy of the TRANSACTION records as part of the TRANSACTION. Under the Alaska Public Records Act (APRA), AS 40.25.100–.295, you can request a copy from the agency responsible for the TRANSACTION, but if too much time has passed, the agency may no longer have the records when you make your request. If required under the APRA, the agency will charge a fee.

Required Hardware and Software

For the minimum system requirements to electronically undertake the TRANSACTION, including accessing and thereby retaining the TRANSACTION records, visit <https://support.docusign.com/guides/signer-guide-signing-system-requirements>. These requirements may change. In addition, you need access to an email account.

How to Contact the State of Alaska

To ask a question on this ERSD or the DocuSign document generated after you complete the TRANSACTION or on using DocuSign to electronically undertake the TRANSACTION, contact the Alaska Department of Administration at either of the following addresses:

State of Alaska
Department of Administration
550 West 7th Avenue
Suite 1970
Anchorage, AK 99501
Reference: DocuSign

doa.commissioner@alaska.gov
Subject: DocuSign

To ask any other question on the TRANSACTION records or to update the information for contacting you electronically, contact the State of Alaska agency responsible for the TRANSACTION using the contact information in the TRANSACTION records or, if those records contain no contact information, using the contact information on the agency's website. Again, the State of Alaska homepage is at <http://alaska.gov/>.

- GMS Home
- Administer
- Search
- Inbox
- Planning
- Application Supplement
- Funding
- Reimbursement Requests
- Project Summary
- LEA Document Library
- Address Book
- Document Library
- Help
- Contact DEED

Grant Award Report

KC Session Timeout: 59:59 [\(Hide Timer\)](#)

Kodiak Island Borough School District (28) Public School District - FY 2026 - Migrant Supplemental - Rev 0 - Grant Award Report

Go To

Navigation controls: Home, Previous, 1 of 1, Next, Refresh, Back, 100%, Save, Print, Search (Find | Next)

Alaska Department of Education and Early Development

Grant Recipient: Kodiak Island Borough School District
Vendor Number: TKI84571
Authorized Representative: Cyndy Mika
Funding Application: Migrant Supplemental
Contact Person: Todd Burton
Grant Period: 7/1/2025 - 6/30/2026
R&D: No

Grant Number: MB 26.KISD.01
Revision: 0
Total Grant Amount: \$18,100.00
Previous Amount: \$0.00
Change: \$18,100.00
UEI/DUNS #: CQYBAAS6K4W4

Total	Previous	Change	Financial Coding	Indirect Rate	CFDA	Grant	Federal Award	Federal Award Period of Availability	Federal Award Date	Awarding Agency
\$13,600.00	\$0.00	\$13,600.00	1004 ESSA01002 2211 MIGRANTSTA PY2026 KISD	7.29	84.011A	Migrant Literacy	S011A250002	7/1/2025 - 9/30/2027	7/1/2025	USDOE
\$4,500.00	\$0.00	\$4,500.00	1004 ESSA01002 2211 MIGRANTSTA PY2025 KISD	7.29	84.011A	Migrant Travel	S011A240002	7/1/2024 - 9/30/2026	7/1/2024	USDOE

Consultant Approval Step: DEED Program Manager Approved
Consultant Approver: Sarah Emmal
Consultant Approval Date: 8/13/2025 12:47:20 PM

Director Approval Step: DEED Administrator Approved
Director Approver: Courtney Preziosi
Director Approval Date: 8/14/2025 6:39:03 AM

For questions regarding this grant award, please contact the Grant Administration Team, 907-465-8694.



Board Agenda Item

Kodiak Island Borough School District
 722 Mill Bay Rd
 Kodiak, Alaska 99615

Board Mtg. Date
9.08.25 WS
9.15.25 RM

Reports of the Superintendent	Action Item	Consent Agenda	Reports, Routine Monthly	Other
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Subject:

APPROVAL OF HEALTH PRESENTERS

Presenter or Contact Person:

Katrina Stewart, Director of Secondary Learning

Summary:

Kodiak Island Borough School District Policy 6142.1 in part states, *“Classes or programs in sex education, human production education, or human sexuality education may only be instructed by a certificated teacher employed by or contracted with the district, or by an individual approved by the School Board who is supervised by a certificated teacher of the district.*

Before curriculum, literature, or materials related to sex education, human reproduction education, or human sexuality education may be used in a class or distributed in school, the materials shall be approved by the School Board and made available for parents to review.”

Administration is bringing forward the following list of potential health presenters for review:

- Ellamy Tiller, Kodiak Women’s Resource & Crisis Center
- Sierra Gregg, Standing Together Against Rape (STAR)
- Brooks Banker, Standing Together Against Rape (STAR)
- Abigail Ellison, Standing Together Against Rape (STAR)
- Joanna McFarlin, KANA Advocacy
- Matthew Kozak, KANA Prevention
- Lisa Truitt, KANA Prevention
- Maria Carmona, KANA Prevention
- Amy Butts, RN, State of Alaska Public Health
- Drake Richards, State of Alaska Public Health
- Melissa Johnson, State of Alaska Public Health

Financial Implications:

There is no financial impact to the budget.

Attachments:

Credentials of Health Presenters are available for review by contacting the Central Office.

Recommendation:

Administration recommends the Board review and approve the list of potential health presenters.

Motion:

Move to approve the list of potential health presenters as presented.



Board Agenda Item

Kodiak Island Borough School District
 722 Mill Bay Rd
 Kodiak, Alaska 99615

Board Mtg. Date	Reports of the Superintendent	Action Item	Consent Agenda	Reports, Routine Monthly	Other
	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Subject:	Surplus Sale Request				
Presenter or Contact Person:	Kim Saunders; Assistant Superintendent				
Summary:	District Administration is requesting Board approval to sell four (4) fire safe filing cabinets from the asset list. See attached memo for further details.				
Financial Implications:	Potential revenue to be determined.				
Attachments:	FY26 Board Memo- Surplus Sale.pdf				
Recommendation:	Administration supports this request.				
Motion:	Move to approve the sale of four (4) fire-safe filing cabinets from the asset list.				



Kodiak Island Borough School District

*Engaged in Learning.
Prepared for life.*

To: KIBSD Board of Education

From: Kim Saunders; Assistant Superintendent

Date: August 27, 2025

Subject: Surplus Sale Request

District administration requests approval to surplus four (4) fire-safe filing cabinets, each item is inventoried at a purchase price of \$5,000. These cabinets were previously used to store personnel records, which have now been fully digitized in alignment with our records management practices.

Due to their size and transportability—each cabinet weighs approximately 900 pounds—these items were not included in this summer’s district-wide surplus sale. Additionally, the Human Resources department recently relocated within central office to a smaller space to support the expansion of early childhood classroom opportunities. Moving these cabinets twice would present unnecessary challenges and risk of damage.

In accordance with Board Policy 3270: District-Owned Personal Property, the District seeks Board approval to dispose of these surplus assets. We recommend sale through alternative means, including social media and newspaper advertisements, to ensure their timely and efficient removal.



Board Agenda Item

Kodiak Island Borough School District
722 Mill Bay Rd
Kodiak, Alaska 99615

Board Mtg. Date
08/04/2025 WS
08/18/2025 RM
09/15/2025 RM

Reports of the Superintendent	Action Item	Consent Agenda	Reports, Routine Monthly	Other
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Subject:

BOARD POLICY REVISION

Presenter or Contact Person:

Dr. Cyndy A. Mika, Superintendent

Summary:

Superintendent Mika is requesting the adoption of updates to the following policies:

- BP 0420 *School-Based Management/Site Councils*
- BP 4000 *Concepts and Roles*
- BP 4020 *Drugs and Alcohol-Free Workplace*
- BP 4111 *Recruitment and Selection*
- BP 4111.2 *Legal Status Requirement*
- BP 4112.4 *Health Examinations*
- BP 4112.10 *Employment of Retired Teachers*
- BP 4112.61 *Employment References*
- BP 4115 *Evaluation/Supervision*

The Policy Committee has reviewed the updates and their suggested changes are noted on each draft policy.

Financial Implications:

There is no financial impact to the budget.

Attachments:

BP 0420 *School-Based Management/Site Councils*
BP 4000 *Concepts and Roles*
BP 4020 *Drugs and Alcohol-Free Workplace*
BP 4111 *Recruitment and Selection*
BP 4111.2 *Legal Status Requirement*
BP 4112.4 *Health Examinations*
BP 4112.10 *Employment of Retired Teachers*
BP 4112.61 *Employment References*
BP 4115 *Evaluation/Supervision*

Recommendation: Administration recommends the Board:

1. August 4 - Review the policies and direct staff concerning potential revisions.
2. August 18 - Hold the first reading at the August regular meeting.
3. September 15 - Hold a public hearing and adopt in second reading at the September regular meeting.

Motion:

Move to adopt Board Policies BP 0420, BP 4000, BP 4020, BP 4111, BP 4111.2, BP 4112.4, BP 4112.10, BP 4112.61, and BP 4115 in second reading, as presented.

Key

Black text – current policy with no suggested changes

Red ~~strikeout~~ – deletions to policy suggested by AASB

Red [brackets] – additions to policy suggested by AASB

Blue ~~strikeout~~ – deletions to policy by Policy Committee and/or KIBSD

Blue [brackets] – additions to policy suggested by Policy Committee and/or KIBSD

[The School Board believes that culturally responsive, shared decision making at the site level can improve school performance and individual student achievement. The Board supports the involvement of staff, students, parents/guardians and the community in such decision making. The School Board encourages the use of site[-based committees/groups] ~~councils~~ in developing ~~policies and~~ programs [and activities] that respond to the unique cultural and traditional needs and characteristics of individual schools in accordance with district goals.

(cf. 0200 - Goals for the School District)

(cf. 2230 - Representative and Deliberative Groups)

(cf. 0510 - School District Report Card)10

(cf. 8000 - Advisory School Boards)

Legal Reference:

ALASKA STATUTES

14.03.120 Education Planning

ALASKA ADMINISTRATIVE CODES

4 AAC 05.010-4AAC 05.090 Local Education]

Adopted: *(This is not currently in Board Policy)*

Reviewed:

Key

Black text – current policy with no suggested changes

Red ~~strikeout~~ – deletions to policy suggested by AASB

Red [brackets] – additions to policy suggested by AASB

Blue ~~strikeout~~ – deletions to policy by Policy Committee and/or KIBSD

Blue [brackets] – additions to policy suggested by Policy Committee and/or KIBSD

The School Board wishes to establish conditions that will attract and ~~hold-qualified~~ [retain qualified] personnel who will devote themselves to the education and welfare of the students of the District. [The School Board believes that successfully orienting and introducing new teachers to the local community, its cultural activities and norms, is integral and essential to attract and retain quality personnel. To accomplish this objective, the Superintendent or designee shall develop and implement a local community and cultural orientation.]

The Board desires that teachers pursue excellence within their profession and may provide incentives to teachers of demonstrated ability and expertise which will encourage them to stay in the public school system. [The School Board recognizes the importance and need for ~~culturally responsive and trauma-informed~~ [research-based] teaching practices which lead to improved student performance and outcomes. The District may provide supports and professional development opportunities to teachers regarding these practices as a way increasing teacher efficacy and retention.]

The Board believes that its personnel policies must be developed in cooperation with staff in an atmosphere of mutual faith and good will. District policies and regulations shall apply only to the extent that they do not conflict with any collective bargaining agreement in effect between the District and its employees.

The Board affirms its intention to have District policies, regulations, and procedures conform to the requirements of state and federal laws and regulations.

The School Board

1. Adopts wage and salary schedules.
2. Approves the employment of certified and administrative school personnel.
3. Determines principles of treatment for employees, such as those in connection with sick leave, leaves of absence, inservice training, retirement, etc., either through the policies and regulations of the District or through negotiations with employee organizations in accordance with law.
4. Serves as a court of appeals in cases referred by the Superintendent or designee or which may be appealed by employees directly from the Superintendent or designee's decision, or as specified in District employee organization bargaining agreements.

The Superintendent or Designee

1. Nominates for employment all certificated and administrative personnel.
2. Recommends disciplinary action, including suspension and dismissal, against employees whenever there is sufficient evidence warranting any such action.
3. Along with the staff, assigns, directs and supervises the work of all employees with due regard for the individual rights involved.
4. Proposes salary schedules for staff members not covered by an employee organization agreement, and advises the Board throughout negotiations with employee organizations on all matters under negotiations.

Working Relationships between Board and Superintendent or Designee

The Board desires to be guided principally by the advice of the Superintendent or designee in regard to its relations with District personnel.

The Board shall refer direct approaches from employees for Board action to the Superintendent or designee for his/her consideration and judgment. The Board shall act as an appeals body only after receiving the recommendation of the Superintendent or designee.

(cf. 4144 - Complaints)

The Superintendent or designee shall conduct the District's personnel relations with fair and sound practices in accordance with Board policy.

Legal Reference:

ALASKA STATUTES

14.08.101 Powers (regional school board)

14.08.111 Duties (regional school board)

14.14.060 Relationship between borough school district and borough; finances and buildings

14.14.065 Relationship between city school district and city

14.20.095 Right to Comment and criticize not to be restricted

23.40.070-23.40.260 Public Employment Relations Act (PERA)

39.25.110 Exempt service

Adopted: 2/22/10

Revised:

Reviewed:

Key

Black text – current policy with no suggested changes

Red ~~strikeout~~ – deletions to policy suggested by AASB

Red [brackets] – additions to policy suggested by AASB

Blue ~~strikeout~~ – deletions to policy by Policy Committee and/or KIBSD

Blue [brackets] – additions to policy suggested by Policy Committee and/or KIBSD

The School Board believes that the maintenance of drug-free, alcohol-free and marijuana-free workplaces is essential to school and District operations. No employee shall unlawfully manufacture, distribute, dispense, possess, use or be under the influence of alcoholic beverages, marijuana, drugs or controlled substances before, during or after school hours at school or in any other District workplace or at any District-sponsored activity.

[For purposes of this policy, “drug” is defined to include, but is not limited to, marijuana or cannabis, in any form; synthetic marijuana or cannabis, in any form; synthetic variations of controlled substances, in any form; prescription medication for which a valid prescription has not been obtained, which is used in amounts in excess of prescribed dosages, or which is used for purposes other than as prescribed, and prescription drugs distributed or dispensed to any person other than the prescription holder.

“Controlled substance” is defined to include any substance identified by federal or state law as controlled.

“Tobacco” is defined to include any non FDA approved tobacco or nicotine, lighted or unlighted cigarette, electronic cigarette, vape or vaping device, cigar, pipe, bidi, clove cigarette, dissolvable nicotine strips, liquid tobacco or nicotine, and any other smokeless tobacco product, also known as spit tobacco, dip, chew, and snuff, in any form.

In the interest of the health and safety of students and employees, it is a violation of this policy for students, staff, parents, visitors, contractors and all others to use, distribute or sell tobacco, any non FDA approved tobacco or nicotine delivery products or devices including but not limited to, cigarettes, cigars, dip, hookah pens, e-cigarettes, [vape or vaping devices,] and dissolvable nicotine products on District premises, at school-sponsored activities on or off District premises and in District-owned, rented or leased vehicles.

Tobacco possession is prohibited for all district students and visiting students, as well as for all other visitors under the age of 19.

Tobacco and marijuana advertising is prohibited in all school-sponsored publications, in all school buildings, and at all school-sponsored events. District acceptance of gifts or funds from the tobacco and marijuana industries is similarly prohibited. Personnel shall not wear clothing depicting tobacco, alcohol, drugs, or controlled substances, and shall not display such items or

related slogans on their vehicles, through signage or otherwise, while the vehicle is on District property or at a school sponsored event.]

The Superintendent shall:

1. Publish and give to each employee a notification of the [above prohibitions.] ~~Board's policy mandating a drug-free, alcohol-free and marijuana-free workplace.~~ [The notification shall specify the actions that will be taken against employees who violate these prohibitions.] It also shall state that as a condition of employment, the employee will abide by the terms of this policy and notify the employer, ~~of any criminal drug or alcohol conviction for a violation occurring in the workplace. Such notice by the employee must be made within five (5) days from the date of the conviction.~~ [within five days, of any criminal drug or alcohol statute conviction which they receive for a violation occurring in the workplace.]

For the purpose of this policy, "conviction" shall mean a finding of guilt, [including a plea of nolo contendere, or imposition of sentence, or both,] by any judicial body charged to determine violations of federal or state criminal drug or alcohol [statutes.] ~~laws, whether such finding is made following a trial or by entry of a plea of guilty or nolo contendere.~~

2. Establish a drug, ~~alcohol and marijuana~~ [tobacco and alcohol-free] awareness program to inform employees about:
 - a. The dangers [and costs] of drug, ~~alcohol and marijuana~~ [tobacco, and alcohol] abuse in the workplace.
 - b. The District policy of maintaining ~~drug-free, alcohol-free and marijuana-free~~ [drug, tobacco, and alcohol-free] workplaces.
 - c. Any available drug, ~~alcohol and marijuana~~ [tobacco, and alcohol] counseling, rehabilitation, and employee assistance programs, ~~known to the District.~~ [including the free Alaska Tobacco Quitline, and]
 - d. The penalties that may be imposed on employees for drug, ~~alcohol and marijuana~~ [tobacco, and alcohol] abuse violations.
3. Notify the appropriate federal granting or contracting agencies within ten (10) days after receiving notification from an employee, or otherwise, of any conviction for a violation occurring in the workplace.
4. Initiate disciplinary action within thirty (30) days after receiving notice from an employee, or otherwise, of a conviction for a violation in the workplace. Such action shall be consistent with state and federal law, the appropriate employment contract, the applicable collective bargaining agreement, and District policy and practices.
5. Make a good faith effort to maintain a ~~drug-free, alcohol-free and marijuana-free~~ [drug and alcohol-free] workplace throughout the District.

KODIAK ISLAND BOROUGH SCHOOL DISTRICT
All Personnel
DRUGS AND ALCOHOL-FREE WORKPLACE

BP 4020
Page 3 of 3

~~When required by law, the Superintendent shall terminate an employee. When termination is not required by law, the Superintendent shall (a) take appropriate disciplinary action, including termination when warranted, or (b) require the employee to satisfactorily participate in, and complete, an approved drug assistance or rehabilitation program. The Superintendent's decision shall be made in accordance with relevant state and federal laws, employment contracts, collective bargaining agreements, and District policies and practices.~~

[In taking disciplinary action, the Board requires termination when termination is required by law. When termination is not required by law, the Superintendent or designee shall take disciplinary action, up to and including termination, or shall require the employee to satisfactorily participate and complete a drug assistance or rehabilitation program approved by a federal, state or local health, law enforcement or other appropriate agency, or a combination of both discipline and mandatory assistance program. Discipline decisions shall be made in accordance with relevant state and federal laws, employment contracts, collective bargaining agreements, and district policies and practices.]

Nothing in this policy shall prohibit the District from conducting its own investigation or from taking appropriate disciplinary action even in the absence of a conviction.]

(cf. 3514 - Environmental Safety)
(cf. 4117.4 - Dismissal)
(cf. 4118 - Suspension/Disciplinary Action)
(cf. 4158 - Employee Security)
(cf. 5144.1 - Suspension and Expulsion)

Legal Reference:

~~THE DRUG-FREE WORKPLACE ACT OF 1988~~
~~DRUG-FREE SCHOOLS AND COMMUNITIES ACT AMENDMENT OF 1986, as amended~~
~~CONTROLLED SUBSTANCES ACT, 21 U.S.C. 801~~
~~21 CODE OF FEDERAL REGULATIONS 1300 - 1316~~

UNITED STATES CODE
THE DRUG-FREE WORKPLACE ACT OF 1988, 41 U.S.C. Ch. 81
DRUG-FREE SCHOOLS AND COMMUNITIES ACT AMENDMENT OF 1986, as amended,
U, 20 U.S.C. 7111
CONTROLLED SUBSTANCES ACT, 21 U.S.C. 801

CODE OF FEDERAL REGULATIONS
21 CFR 1300 - 1316

ALASKA STATUTES
17.38, The Regulation of Marijuana
17.38.220, Employers, Driving, Minors, and Control of Property
11.71.010-090, Controlled Substances]

Adopted: 2/22/10
Revised: 11/16/2015
Reviewed:

Key

Black text – current policy with no suggested changes

Red ~~strikeout~~ – deletions to policy suggested by AASB

Red [brackets] – additions to policy suggested by AASB

Blue ~~strikeout~~ – deletions to policy by Policy Committee and/or KIBSD

Blue [brackets] – additions to policy suggested by Policy Committee and/or KIBSD

The District shall employ the most qualified person available for each open certificated position. The Superintendent or designee shall develop recruitment and selection procedures to ensure that every effort is made to find and hire fully qualified teachers for all classrooms[, which include:

1. Assessment of the district's needs to determine those areas where specific skills, knowledge and abilities are lacking.
2. Development of job descriptions which accurately portray the position, including requirements that a teacher be qualified in accordance with federal and state law.
3. Dissemination of vacancy announcements to ensure a wide range of candidates, when necessary.
4. Screening procedures which will identify the best possible candidates for interviews.
5. Interview procedures which will determine the best qualified candidate for recommendation to the School Board.

Staff members involved in the selection process shall recommend only those candidates who meet all qualifications established by law and the School Board for a particular position. Nominations for employment shall be based upon appropriate screening devices, interviews, observations, recommendations from previous employers and any requirements of applicable collective bargaining agreements.

Before considering the hire of a certificated staff member who is currently under contract in another district, the Superintendent or designee will require the certificated staff to provide written documentation that he/she: (1) has made an effort to secure a release from the employing district thirty calendar days prior to the employing district's first contract day; or, (2) has secured a written release from the employing district.

(cf. 4112.8 - Employment of Relatives)

No certificated person shall be approved for employment by the Board without the recommendation or endorsement of the Superintendent or designee. The Board shall be

KODIAK ISLAND BOROUGH SCHOOL DISTRICT
All Personnel
RECRUITMENT AND SELECTION

BP 4111
Page 2 of 2

presented with the Superintendent or designee's recommended candidate who may be selected or rejected by the Board. If the candidate is rejected, the Superintendent or designee shall recommend subsequent candidates until the Board selects someone to fill the position. The Board shall make the final decision on the selection of all certificated employees.

The Board recognizes that the District encompasses rural areas and will assist teachers in obtaining information regarding the cost and availability of housing as required by law.

Legal Reference:

ALASKA STATUTES

- 14.08.111 Duties (regional school boards)*
- 14.14.090 Additional duties*
- 14.20.010 Teacher Certificate Required*
- 14.20.022 Subject-matter expert limited teacher certificate*
- 14.20.035 Evaluation of training and experience*
- 14.20.100 Unlawful to require statement of religious or political affiliation*
- 14.20.110 Penalty for violation of AS 14.20.100*

ALASKA ADMINISTRATIVE CODE

- 4 AAC 04.210, 04.212 and 06.899(6) Highly Qualified Teachers and Objective Uniform Standards*
- 6 AAC 30.810 Employer records*
- 6 AAC 30.840 Retention of records*

UNITED STATES CODE

- 8 U.S.C. §1324(a) Unlawful Employment of Aliens*
- 8 U.S.C. §1324(b) Unfair immigration related employment practices*

CODE OF FEDERAL REGULATIONS

- 8 C.F.R. Part 274(a) Control of Employment of Aliens*

Adopted: 2/22/10

Revised: 3/21/11

Reviewed:

KODIAK ISLAND BOROUGH SCHOOL DISTRICT
All Personnel
LEGAL STATUS REQUIREMENT

BP 4111.2
Page 1 of 1

Key

Black text – current policy with no suggested changes

Red ~~strikeout~~ – deletions to policy suggested by AASB

Red [brackets] – additions to policy suggested by AASB

Blue ~~strikeout~~ – deletions to policy by Policy Committee and/or KIBSD

Blue [brackets] – additions to policy suggested by Policy Committee and/or KIBSD

The District shall hire only citizens and non-citizens who are lawfully authorized to work in the United States. The District will verify the identity and employment eligibility of all individuals hired to work. The District will not continue the employment of an individual upon knowledge that he or she is no longer lawfully authorized to work in the United States.

District employment practices shall not discriminate on the basis of citizenship status or national origin, nor shall they discriminate against any refugees, grantees of asylum, or persons qualified for permanent or temporary residency.

(cf. 4111 - Recruitment and Selection)

All new employees shall show appropriate documents which certify that they are legally eligible to work in the United States, as required by law. **[Nothing in this policy is intended to preclude the employment of teachers under the Exchange Visitor program in 22 C.F.R § 62.24.]**

Legal Reference:

UNITED STATES CODE

[8 U.S.C. 1324 Immigration and Nationality Act, as amended by Immigration Reform and Control Act of 1986 and Immigration Act of 1990]

CODE OF FEDERAL REGULATIONS

*8 C.F.R. Part 274(a) Control of Employment of Aliens
[22 C.F.R. §62.24 Teachers]*

Adopted: 2/22/10
Revised: 3/21/11
Reviewed:

Key

Black text – current policy with no suggested changes

~~Red **strikeout**~~ – deletions to policy suggested by AASB

~~Red **[brackets]**~~ – additions to policy suggested by AASB

~~Blue **strikeout**~~ – deletions to policy by Policy Committee and/or KIBSD

~~Blue **[brackets]**~~ – additions to policy suggested by Policy Committee and/or KIBSD

~~The Superintendent or designee shall ensure that all regularly employed personnel undergo a health examination as required by law upon initial employment and every three years thereafter. The Board may exempt from the physical examination requirement any employees whose work does not bring them into close contact with students (~~4 AAC 06.050~~).~~

Employees may be required to pass a physical and/or psychological examination any time such an examination appears necessary to preserve the health and welfare of District students and employees, or to furnish medical proof of physical or mental ability to perform satisfactorily the assigned duties of an individual's position[, ~~or as a condition of employment~~].

(cf. 4119.41 - Employees with Infectious Disease)

Legal Reference:

ALASKA STATUTE

14.30.075 *Physical examinations for teachers*

ALASKA ADMINISTRATIVE CODE

~~4 AAC 06.050~~ *Physical examination of school employees*

4 AAC 18.010 *Teachers' and administrators' contracts*

Adopted: 2/22/10

Revised: 1/23/17

Reviewed:

Key

Black text – current policy with no suggested changes

Red ~~strikeout~~ – deletions to policy suggested by AASB

Red [brackets] – additions to policy suggested by AASB

Blue ~~strikeout~~ – deletions to policy by Policy Committee and/or KIBSD

Blue [brackets] – additions to policy suggested by Policy Committee and/or KIBSD

[It is the policy of the Board that teacher vacancies be filled in a timely manner by qualified personnel. The District administration is authorized to employ retired teachers in accordance with AS 14.20.136 in cases of teacher shortages, and to notify the Administrator of the Teachers' Retirement System that it is hiring retired teachers pursuant to that statutory provision.

The hiring of retired teachers is authorized in those disciplines or specialties in which a shortage of teachers exists despite active recruitment efforts. A shortage is deemed to exist for those open positions that the administration has been unable to fill with qualified candidates, despite recruitment, public advertising for at least 10 business days, interviews, and the offering of positions to qualified candidates, if any.

(cf. 4111 Recruitment and Selection)

Legal Reference

ALASKA STATUTES

14.20.136 *Employment of member of teachers' retirement system*

14.25.043 *Reemployment of retired members*

14.20.165 *Restoration of tenure rights]*

Adopted: *New policy*

Revised:

Reviewed:

Key

Black text – current policy with no suggested changes

Red ~~strikeout~~ – deletions to policy suggested by AASB

Red [brackets] – additions to policy suggested by AASB

Blue ~~strikeout~~ – deletions to policy by Policy Committee and/or KIBSD

Blue [brackets] – additions to policy suggested by Policy Committee and/or KIBSD

The School Board desires to provide information about District employees to prospective employers to the extent that such information is factual and does not violate an employee's privacy rights.

The Superintendent or designee ~~shall process~~ [is responsible for processing] all requests for references, letters of recommendation, or information about [employee performance, including] the causes or reasons for separation regarding all District employees other than the Superintendent. ~~No other staff member shall make statements concerning a separated employee's performance or the reason(s) why any individual has left District employment.~~

[References which are not secured through the Superintendent or designee reflect the personal views or opinions of the author and do not reflect the views of the District.]

(cf. 4112.6 - Personnel Files)

Legal References:

ALASKA STATUTES

09.65.160 ~~Immunity for good faith disclosures of job performance information [Job References]~~

Adopted: 2/22/10

Revised:

Reviewed:

Key

Black text – current policy with no suggested changes

Red ~~strikeout~~ – deletions to policy suggested by AASB

Red [brackets] – additions to policy suggested by AASB

Blue ~~strikeout~~ – deletions to policy by Policy Committee and/or KIBSD

Blue [brackets] – additions to policy suggested by Policy Committee and/or KIBSD

The School Board believes that evaluations can provide important information relevant to making employment decisions and can help staff improve their teaching skills and raise student achievement levels. ~~In accordance with the certificated employee evaluation system adopted by the School Board as required by law, the Superintendent or designee shall evaluate the effectiveness of certificated personnel annually.~~ [In accordance with the district's certificated employee evaluation system, the Superintendent or designee shall evaluate certificated personnel annually, including teachers, administrators, and special service providers. The evaluation system shall evaluate whether the certificated employee is exemplary, proficient, basic, or unsatisfactory on applicable content standards and in overall performance. The district's certificated employee evaluation system will incorporate those procedures and mandates required by law.]

The School District shall provide annual in-service training to all certificated employees subject to the evaluation system. The training will address the procedures of the system, the standards used by the School District in evaluating performance, and other information that may be helpful to a thorough understanding of the evaluation system.

The certificated employee evaluation system will be periodically reviewed. The School District will consider input from students, parents, community members, classroom teachers, affected collective bargaining units, and administrators. The School District will make [a form, template, or checklist that the district uses in the evaluation of certificated employees available to the public, including posting the form, template, or checklist on the district's website.] ~~a copy of the evaluation instrument available to the public, including posting on the School District's website.~~ The posting will explain how the School District has considered the input of these groups in the design of the evaluation system.

(cf. 4116 - Nontenured/Tenured Status)

(cf. 4117.4 - Dismissal)

(cf. 4117.6 - Nonretention)

Legal Reference:

ALASKA STATUTES

14.20.149 Employee Evaluation

23.40.070 Declaration of policy (PERA)

KODIAK ISLAND BOROUGH SCHOOL DISTRICT
All Personnel
EVALUATION/SUPERVISION

BP 4115
Page 2 of 2

ALASKA ADMINISTRATIVE CODE

4 AAC 04.200 Professional content and performance standards

4 AAC 19.010-4 AAC 19.060 Evaluation of professional employees

4 AAC 04.205 District performance standards

DRAFT

Adopted: 2/22/10

Revised: 9/24/12

Reviewed:



Board Agenda Item

Kodiak Island Borough School District
 722 Mill Bay Rd
 Kodiak, Alaska 99615

Board Mtg. Date
 09/02/25 WS
 09/15/25 RM
 10/20/25 RM

Reports of the Superintendent	Action Item	Consent Agenda	Reports, Routine Monthly	Other
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Subject:

BOARD POLICY ADOPTION & UPDATES

Presenter or Contact Person:

Dr. Cyndy A. Mika, Superintendent

Summary:

Superintendent Mika is requesting the adoption of updates to the following policies:

- BP 4118 *Suspension/Disciplinary Action*
- BP 4119.41 *Employees with Infectious Disease*
- BP 4131 *Staff Development*
- BP 4132 *Publication or Creation of Materials*
- BP 4218 *Dismissal/Suspension/Disciplinary Action*
- BP 4313.1 *Load/Scheduling/Hours of Employment*

The Policy Committee has reviewed the updates and their suggested changes are noted on each draft policy

Financial Implications:

There is no financial impact to the budget.

Attachments:

BP 4118 *Suspension/Disciplinary Action*
 BP 4119.41 *Employees with Infectious Disease*
 BP 4131 *Staff Development*
 BP 4132 *Publication or Creation of Materials*
 BP 4218 *Dismissal/Suspension/Disciplinary Action*
 BP 4313.1 *Load/Scheduling/Hours of Employment*

Recommendation:

Administration recommends the Board:

1. September 2 - Review the policies and direct staff concerning potential revisions.
2. September 15 - Hold the first reading at the September regular meeting.
3. October 20 - Hold a public hearing and adopt in second reading at the October regular meeting.

Motion:

Move to revise Board Policies BP 4118, BP 4119.41, BP 4131, BP 4132, BP 4218, and BP 4313.1 in first reading, as presented, and forward the policies to the October 20, 2025, Regular Meeting for a second reading and public hearing.

Key

Black text – current policy with no suggested changes

Red ~~strikeout~~ – deletions to policy suggested by AASB

Red [brackets] – additions to policy suggested by AASB

Blue ~~strikeout~~ – deletions to policy by Policy Committee and/or KIBSD

Blue [brackets] – additions to policy suggested by Policy Committee and/or KIBSD

The School Board expects its employees to perform their duties in accordance with state law and Board policy and administrative regulations.

(cf. 4119.21 - Codes of Ethics)

(cf. 4117.4 - Dismissal)

(cf. 4117.6 - Nonretention)

The Superintendent or designee may take disciplinary action, including verbal warning, written warning, reassignment, suspension with or without pay and dismissal, as he/she deems appropriate and may deviate from the progressive order of disciplinary actions in light of the particular facts and circumstances involved.

The Superintendent or designee shall document all disciplinary actions thoroughly and accurately and shall ensure that such actions are taken in a consistent, nondiscriminatory manner.

[Certificated management and supervisory personnel who are not covered by a collective bargaining agreement are subject to the disciplinary procedures set forth in BP 4218, except for discipline involving dismissal or nonretention. The District will provide the statutory and policy rights afforded to all certificated staff for dismissal and nonretention actions.

(cf. 4218 – Dismissal/Suspension/Disciplinary Action)

(cf. 4300 - Definitions)]

Legal Reference:

ALASKA STATUTES

14.20.030 Causes for revocation and suspension

14.20.170 Dismissal

[14.20.175 Nonretention

14.20.180 Procedures upon notice of dismissal or nonretention

ALASKA ADMINISTRATIVE CODE

20 AAC 10.020 Code of ethics and teaching standards]

Adopted: 2/22/10

Revised:

EMPLOYEES WITH INFECTIOUS DISEASE**Key**

Black text – current policy with no suggested changes

Red ~~strikeout~~ – deletions to policy suggested by AASB

Red [brackets] – additions to policy suggested by AASB

Blue ~~strikeout~~ – deletions to policy by Policy Committee and/or KIBSD

Blue [brackets] – additions to policy suggested by Policy Committee and/or KIBSD

[The School Board desires to promote the health of district students and staff in order to reduce absenteeism and enhance employee and student performance. The Superintendent or designee shall develop strategies to prevent the outbreak or spread of infectious diseases at district schools.

(cf. 4112.4/4212.4/4312.4 – Health Examinations)

(cf. 5113 - Absences and Excuses)

An infectious disease is one that is caused by a microorganism and is potentially transmittable to another individual, whether through airborne transmission, bloodborne transmission, skin-to-skin contact, foodborne transmission, or other casual or noncasual means. A communicable infectious disease, such as influenza or chicken pox, is contagious and can be readily transmitted by infectious bacteria or viral organisms.

~~The School Board encourages each employee to inform the District as soon as possible if he/she contracts an infectious disease which creates a physical or mental disability. The Board will reasonably accommodate the needs of such individuals.~~

To the extent required by law, job applicants shall be required to provide evidence that they are free of tuberculosis or any other communicable infectious disease prior to beginning employment.

(cf. 4112.4/4212.4/4312.4 - Health Examinations)

To prevent the outbreak or spread of infectious diseases, the Superintendent or designee may provide infection prevention supplies and information to employees, including information about recommended vaccinations. Employees also shall observe universal precautions to avoid contact with potentially infectious blood or other bodily fluids.

(cf. 4119.42/4219.42/4319.42 - Exposure Control Plan for Bloodborne Pathogens)

(cf. 4119.43/4219.43/4319.43 - Universal Precautions)

(cf. 4131 - Staff Development)

(cf. 4231/4331 - Staff Development)

Plans for addressing a communicable infectious disease outbreak, including, but not limited to, plans for addressing employee shortages during such an outbreak, shall be included in the district's emergency preparedness plan.

(cf. 6114 - Emergencies and Disaster Preparedness Plan)
(cf. 5112.2 - Exclusions from Attendance)
(cf. 5141.22 - Infectious Diseases)
(cf. 5141.31 - Immunizations)

The Superintendent or designee shall immediately report to the local health officer the presence or suspected presence of any communicable infectious disease.]

~~No employee will be discriminated against because of his/her disability. Legal protections established for disabled persons extend to individuals significantly impaired by infectious diseases.~~The district shall not discriminate against any employee or job applicant who has an infectious disease and is a qualifying individual with a disability under the Americans with Disabilities Act, Section 504 of the Federal Rehabilitation Act, or Alaska's Nondiscrimination in Employment Act.

The Superintendent or designee may reassign or grant appropriate leave to an employee who is unable to perform his/her job responsibilities because of illness or because the employee's illness significantly endangers his/her health or safety or the health or safety of others.

Upon request, any qualified person with a disability shall be provided reasonable accommodation to perform the essential duties of his/her position in accordance with the criteria and processes described by law.

(cf. 4030 - Nondiscrimination in Employment)]

Confidentiality

The Board and the Superintendent or designee shall ensure that employee rights to confidentiality are strictly observed. The district shall disclose medical record information only to the extent required or permitted by law. The medical records of any employee with a disabling infectious disease shall be held in strict confidence.

[(cf. 4040 – Use and Disclosure of Employee Medical Information)

Legal References:

UNITED STATES CODE

Americans with Disabilities Act, 42 U.S.C. 12010, et seq.

Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. 794, et seq.

CODE OF FEDERAL REGULATIONS, TITLE 17

KODIAK ISLAND BOROUGH SCHOOL DISTRICT
Personnel
EMPLOYEES WITH INFECTIOUS DISEASE

BP 4119.41
Page 3 of 3

17 C.F.R. 2500 Reportable diseases and conditions
17 C.F.R. 2508 Reporting of communicable diseases; duty of schools

ALASKA ADMINISTRATIVE CODE

4 AAC 06.140 AIDS in school personnel
4 AAC 06.150 Confidentiality of AIDS information]

Adopted: 2/22/10
Revised:

DRAFT

Key

Black text – current policy with no suggested changes

Red ~~strikeout~~ – deletions to policy suggested by AASB

Red [brackets] – additions to policy suggested by AASB

Blue ~~strikeout~~ – deletions to policy by Policy Committee and/or KIBSD

Blue [brackets] – additions to policy suggested by Policy Committee and/or KIBSD

The School Board recognizes that a competent well-trained staff is essential to carrying out its goals. Staff development is a necessary, [collaborative,] continuous and systematic effort to improve district educational programs by involving all employees in activities that improve their skills and broaden their perceptions. [Professional development provided to teachers, principals, and other instructional leaders should focus on improving teaching and student learning and achievement.]

Professional development shall be developed with educator input and regularly evaluated. If reasonably available, staff development activities shall be evidence-based.]

In order to respond directly to the needs of [all] our students, staff development activities may address [such issues as] teacher [and staff] qualifications, content areas, [integrating technology into instruction, using data to improve student achievement,] methodology, [student privacy, parent, family, and community engagement,] interpersonal relations between students and faculty, student [learning,] growth, ~~and~~ development[, student welfare and safety, assessments and accommodations, student identification and referral,] and staff communication, problem solving and decision making. The Superintendent is responsible for ensuring that all training required by law is provided in a timely fashion to appropriate staff.

(cf. 5131.6 - Alcohol and Other Drugs)

(cf. 5141.5 - Child Abuse Reporting)

(cf. 5141.41 – Sexual Abuse, Sexual Assault and Dating Violence Awareness and Prevention)

(cf. 5141.52 – Suicide Prevention)

(cf. 5142.3 – Restraint and Seclusion)

The Superintendent [or designee] should provide staff with [professional] development that may include opportunities such as the following:

1. Release time and leaves of absence for travel and study.
2. Visits to other classrooms and other schools.
3. Conferences involving outside personnel from the district, ~~county~~ [borough], state, region or nation.
4. Membership in committees drawing personnel from various sources.
5. Training classes and workshops offered by the district.
6. Further training in institutions of higher learning, including credit courses conducted in or near the district instead of on the college campus, whenever possible.
7. Access to professional literature on education issues.
- [8. Induction and mentoring programs.]

KODIAK ISLAND BOROUGH SCHOOL DISTRICT
Personnel
STAFF DEVELOPMENT

BP 4131
Page 2 of 2

(cf. 4116 - Nontenured/Tenured Status)

Legal Reference:

[UNITED STATES CODE]

The Elementary and Secondary Education Act, 20 U.S.C. §§ 6601-6614, as amended by the Every Student Succeeds Act (P.L. 114-95 (December 10, 2015))

ALASKA STATUTES

- 14.08.111 Duties (Regional School Boards)*
- 14.14.090 Duties of school boards*
- 14.16.020 Operation of state boarding schools*
- 14.18.060 Discrimination in textbooks and instructional materials prohibited*
- 14.20.020 Requirements for issuance of certificate; fingerprints*
- 14.20.680 Required alcohol and drug related disabilities training*
- 14.30.355 Sexual abuse and sexual assault awareness and prevention*
- 14.30.356 Dating violence and abuse policy, training, awareness, prevention, and notices*
- 14.30.362 Suicide awareness and prevention training*
- 47.17.022 Training (child protection)*

ALASKA ADMINISTRATIVE CODE

- 4 AAC 06.530 Guidance and counseling services*
- 4 AAC 06.550 Review of instructional materials*
- [4 AAC 12.397 Mandatory training requirements]*
- 4 AAC 19.060 Evaluation Training*
- 4 AAC 52.260 Personnel Development*

Adopted: 2/22/10

Revised: 9/23/13, 6/20/16

Key

Black text – current policy with no suggested changes

Red ~~strikeout~~ – deletions to policy suggested by AASB

Red [brackets] – additions to policy suggested by AASB

Blue ~~strikeout~~ – deletions to policy by Policy Committee and/or KIBSD

Blue [brackets] – additions to policy suggested by Policy Committee and/or KIBSD

~~The School Board recognizes that District employees may create copyrightable materials either at work, at home, or both at work and at home. The development of copyrightable materials during, or in part during, the work day must be approved by the Superintendent or designee. However, the Superintendent or designee's approval or lack of approval shall not affect the District's ownership of copyrights for materials developed during work hours. [The School Board recognizes the importance of creating a work environment that encourages employee innovation in creating and developing high-quality materials to improve student achievement and the efficiency of district operations.~~

(cf. 4119.21/4219.21/4319.21 – Code of Ethics)

(cf. 6162.6 - Use of Copyrighted Materials)

~~The Superintendent or designee shall oversee the development of instructional materials, computer programs, and other copyrightable materials by employees, independent contractors, and consultants. An employee, independent contractor, or consultant shall notify the Superintendent or designee of his/her intent to publish or register a work developed in whole or in part within the scope of his/her employment.~~

~~Materials written or developed by an employee during the normal school day are considered District property. Instructional materials, computer programs, and other copyrightable materials developed by an employee within the scope of his/her employment shall be the property of the district.~~

(cf. 3523 – E-mail)

(cf. 4040 - Employee Use of District Information Technology)

(cf. 6161.11 - Supplementary Instructional Materials)

(cf. 6163.1 – Library/Media Centers)

~~Materials developed during both school and leisure hours are owned jointly by the employee and the District. In such cases, the Superintendent or designee shall ensure that a contractual agreement is made, clarifying the joint ownership. A partnership entity may be created to hold the copyright on behalf of both parties. [If an employee has developed copyrightable material during both work and non-working hours, and the work was within the scope of his/her employment, the Superintendent or designee shall negotiate a contract with the employee to protect the district's right as to the ownership or partial ownership of the copyright.~~

KODIAK ISLAND BOROUGH SCHOOL DISTRICT
Personnel
PUBLICATION OR CREATION OF MATERIALS

BP 4132
Page 2 of 2

(cf. 3312 - Contracts)

The Superintendent or designee shall ensure that any contract with an independent contractor or consultant contains a provision specifying the district's right to ownership of the copyright of any work produced by the contractor or consultant for the district.]

The ~~Board~~ [Superintendent or designee] may secure copyrights in the name of the district for all copyrightable works developed by the district. All royalties or revenues from these copyrights shall be used for the benefit of the district.

Legal Reference: (See next page)

UNITED STATES CODE

[17 U.S.C. 101-122 Subject matter and scope of copyright]

17 U.S.C. 201 Copyright ownership and transfer

Adopted: 2/22/10

Revised:

Key

Black text – current policy with no suggested changes

Red ~~strikeout~~ – deletions to policy suggested by AASB

Red [brackets] – additions to policy suggested by AASB

Blue ~~strikeout~~ – deletions to policy by Policy Committee and/or KIBSD

Blue [brackets] – additions to policy suggested by Policy Committee and/or KIBSD

[Probationary Employees]

At any time prior to the expiration of the probationary period, the Superintendent or designee may, at his/her discretion, dismiss a probationary classified employee from district employment. A probationary employee shall not be entitled to a hearing.

Permanent Employees

Permanent classified employees shall be subject to personnel action (including, but not limited to, reprimand, suspension without pay, demotion, reduction of pay step in class, dismissal) only for cause. This policy also applies to classified management and supervisory employees unless otherwise provided by law.

(cf. 4300 – Definitions)

In addition to any disqualifying or actionable causes otherwise provided for by statute or by policy or regulation of this district, each of the following constitutes cause for personnel action against a permanent classified employee:

1. falsifying any information supplied to the school district, including, but not limited to, information supplied on application forms, employment records, or any other school district records
2. incompetency
3. inefficiency
4. neglect of duty
5. insubordination
6. dishonesty
7. possessing or consuming alcohol, tobacco, controlled substances, including marijuana, or other illegal drugs or synthetic drugs while on duty or on District premises whether or not on duty; or being under the influence of these prohibited substances while on duty

8. conviction of a felony, conviction of any sex offense made relevant by provisions of law, or conviction of a misdemeanor which is of such a nature as to adversely affect the employee's ability to perform the duties and responsibilities of his/her position. A plea or verdict of guilty, or a conviction following a plea of nolo contendere is deemed to be a conviction within the meaning of this section. Applicants and employees must inform the Superintendent of any conviction so that a determination can be made by the district regarding its applicability to employment. For existing employees, reporting must occur within 48 hours of conviction.
9. absence without leave
10. immoral conduct
11. discourteous treatment of the public, students, or other employees
12. improper political activity
13. willful disobedience
14. misuse, theft, or destruction of district property
15. violation of district, School Board or departmental rule, policy, procedure, or violation of federal, state, or local statute, regulation, or ordinance
16. physical or mental disability, which disability precludes the employee from the proper performance of his/her essential duties and responsibilities as determined by competent medical authority, except as otherwise provided by a contract or by law regulating the accommodation of disabilities or the retirement of employees
17. failure to possess or keep in effect any license, certificate, or other similar requirement specified in the employee's class specification or otherwise necessary for the employee to perform the duties of the position
18. unlawful discrimination, including harassment, on the basis of race, religion, creed, color, national origin, ancestry, physical or mental disability, marital status, sex, pregnancy, or age against the public, students, or other employees
19. unlawful retaliation against any other district officer or employee, student, or member of the public who, in good faith, reports, assists, discloses, divulges, or otherwise brings to the attention of any appropriate authority, whether an outside person, agency, or school district official, any information relative to actual or suspected violation of any law or district policy or procedure occurring on the job or directly related thereto

20. any other failure of good behavior either during or outside of duty hours which is of such nature that it causes discredit to the district or his/her employment

Disciplinary Procedures

The following procedures will govern personnel action unless an applicable collective bargaining agreement provides different procedures. In such event, the collective bargaining agreement will govern and employees must utilize the negotiated grievance procedures to appeal any discipline. In cases involving a personnel action, the Superintendent or designee shall prepare a written statement of the personnel action which shall be served upon the employee either personally or by registered or certified mail, return receipt requested, at the employee's last known address. The statement shall include:

1. A statement of the nature of the personnel action (the disciplinary action being imposed).
2. A statement of the cause or causes for the discipline.
3. A statement of the specific acts or omissions upon which the causes are based. If violation of rule, policy, or regulation of the district is alleged, the rule, policy, or regulation violated shall be identified.
4. A statement of the employee's right to appeal the recommendation and the manner and time within which his/her appeal must be filed.

In the event the Superintendent or designee determines that an employee should be removed from duty while an investigation into alleged misconduct is conducted, the employee will be placed on administrative leave with pay.

In cases where the Superintendent or designee has determined that a permanent classified employee should be dismissed, termination of employment will be effective upon delivery to the employee of the statement of personnel action.

For all discipline short of dismissal, demotion in a reduction in pay, or unpaid suspension of five (5) or more days, a permanent employee may, within five calendar days after receiving the statement of personnel action described above, file a written appeal to the Superintendent. If the Superintendent did not decide the original discipline, the Superintendent shall hear and decide the appeal. Otherwise, the Superintendent will appoint another district administrator to hear and decide the appeal. The appeal may be conducted without a hearing, based upon a review of the personnel action and the written appeal. At the Superintendent or designee's sole discretion, an informal hearing may be held if determined to be necessary to inform the decision maker. The decision on appeal is final.

A permanent employee who has been dismissed, demoted with a reduction in pay, or placed on unpaid suspension of five (5) or more days, may, within five calendar days after receiving the statement of personnel action described above, file a written appeal to the School Board by submitting his/her request to the Superintendent. The appeal may include a formal hearing before the School Board, in the event this is requested by the employee. If not, the appeal may be conducted without a hearing, based on the School Board's review of the statement of the personnel action and the written appeal. The School Board shall determine the procedures for the hearing, giving the employee advanced notice of the procedures. The decision of the School Board is final.

If an employee fails to appeal personnel action within the time specified in these rules, the employee shall be deemed to have waived his/her right to an appeal.

At any time before an employee's appeal is finally submitted to the Superintendent or School Board for decision, the Superintendent or designee may serve on the employee and file with the decision maker an amended or supplemental statement of personnel action.

The Superintendent, designee, or School Board who is hearing an appeal may affirm, modify or revoke the personnel action.]

Adopted: *New Policy*
Revised:

Key

Black text – current policy with no suggested changes

Red ~~strikeout~~ – deletions to policy suggested by AASB

Red [brackets] – additions to policy suggested by AASB

Blue ~~strikeout~~ – deletions to policy by Policy Committee and/or KIBSD

Blue [brackets] – additions to policy suggested by Policy Committee and/or KIBSD

[The School Board designates, in accordance with law, salaried positions which are exempt from overtime. Persons holding these positions work whatever hours are necessary in order to fulfill their assignments. Their positions are set apart from other positions by virtue of the duties, flexibility of hours, salary, benefit structure and authority which they entail.

Employees in exempt positions shall not be subject to salary deductions for absences of less than a day.

Legal Reference:

UNITED STATES CODE

Fair Labor Standards Act 29 U.S.C. 201-216

CODE OF FEDERAL REGULATIONS

Department of Labor Relations 29 C.F.R. Parts 511-800]

Adopted: *New Policy*

Revised:



Board Agenda Item

Kodiak Island Borough School District
 722 Mill Bay Rd
 Kodiak, Alaska 99615

Board Mtg. Date 09.15.2025	Reports of the Superintendent <input type="checkbox"/>	Action Item X	Consent Agenda <input type="checkbox"/>	Reports, Routine Monthly <input type="checkbox"/>	Other <input type="checkbox"/>
Subject:	FY26 PUPIL TRANSPORTATION BUDGET				
Presenter or Contact Person:	Krista Cowley, Chief Financial Officer				
Summary:	<p>Please find the FY26 Proposed Pupil Transportation budget as presented.</p> <p>The FY26 expected Revenue is \$2,143,422.20, which includes the use of \$402,709.43 of Pupil Transportation Fund Balance and \$54,085.77 of General Fund Fund Balance. The FY26 Expenses are \$2,143,422.20. The current unaudited FY26 Pupil Transportation Fund Balance is \$402,709.43.</p> <p>The budget includes the following:</p> <ul style="list-style-type: none"> 10 General Education routes 5 Special Education routes 1 Chiniak route 1 Port Lions route 1 Old Harbor route 2 Pre-K routes 				
Financial Implications:	<p>\$402,709.43 of the current unaudited \$402,709.43 Transportation Fund Balanced will be used, leaving \$0.00 remaining. Additionally, a projected \$54,085.77 of General Fund Fund Balance will be used to balance the Pupil Transportation Budget.</p>				
Attachments:	FY26 Pupil Transportation Revenue and Budget Reports				

Recommendation:

The Administration recommends the Board approve the FY26 Pupil Transportation Budget in the amount of \$2,143,422.20 as presented.

Motion:

Move to approve the FY26 Pupil Transportation Budget in the amount of \$2,143,422.20 as presented.

KODIAK ISLAND BOROUGH SCHOOL DISTRICT

205 PUPIL TRANSPORTATION - REVENUE REPORT

From Date: 7/1/2025

To Date: 6/30/2026

Fiscal Year: 2025-2026

- Subtotal by Collapse Mask
 Include pre encumbrance
 Print accounts with zero balance
 Filter Encumbrance Detail by Date Range
 Exclude Inactive Accounts with zero balance

Account Number	Description	GL Budget	Range To Date	YTD	Balance	Encumbrance	Budget Balance	% Bud
205.000.000.0000.065.0000	STUDENT TRANSPORT'N-STATE	(\$1,686,627.00)	\$0.00	\$0.00	(\$1,686,627.00)	\$0.00	(\$1,686,627.00)	100.00%
205.000.000.0000.236.0000	PUPIL TRANS USE OF FUND BALANC	(\$402,709.43)	\$0.00	\$0.00	(\$402,709.43)	\$0.00	(\$402,709.43)	100.00%
205.000.000.0000.250.0000	TRANFRS FROM OTHER FUNDS	(\$54,085.77)	\$0.00	\$0.00	(\$54,085.77)	\$0.00	(\$54,085.77)	100.00%
	FUNCTION: UNDESIGNATED - 000	(\$2,143,422.20)	\$0.00	\$0.00	(\$2,143,422.20)	\$0.00	(\$2,143,422.20)	100.00%
	FUND: STUDENT TRANSPORTATION - 205	(\$2,143,422.20)	\$0.00	\$0.00	(\$2,143,422.20)	\$0.00	(\$2,143,422.20)	100.00%
	Grand Total:	(\$2,143,422.20)	\$0.00	\$0.00	(\$2,143,422.20)	\$0.00	(\$2,143,422.20)	100.00%

End of Report

KODIAK ISLAND BOROUGH SCHOOL DISTRICT

205 PUPIL TRANSPORTATION

From Date: 7/1/2025

To Date: 6/30/2026

Fiscal Year: 2025-2026

- Subtotal by Collapse Mask
 Include pre encumbrance
 Print accounts with zero balance
 Filter Encumbrance Detail by Date Range
 Exclude Inactive Accounts with zero balance

Account Number	Description	GL Budget	Range To Date	YTD	Balance	Encumbrance	Budget Balance	% Bud
205.000.760.0000.440.0000	OTHER PURCHASED SERVICES	\$1,308,949.00	\$0.00	\$0.00	\$1,308,949.00	\$1,308,949.00	\$0.00	0.00%
205.000.760.0000.458.7100	GAS & OIL (VEHICLES)	\$76,400.00	\$264.72	\$264.72	\$76,135.28	\$77,895.58	(\$1,760.30)	-2.30%
205.492.760.0000.440.0000	OTHER PURCHASED SERVICES	\$758,073.20	\$0.00	\$0.00	\$758,073.20	\$758,073.20	\$0.00	0.00%
	FUND: STUDENT TRANSPORTATION - 205	\$2,143,422.20	\$264.72	\$264.72	\$2,143,157.48	\$2,144,917.78	(\$1,760.30)	-0.08%
Grand Total:		\$2,143,422.20	\$264.72	\$264.72	\$2,143,157.48	\$2,144,917.78	(\$1,760.30)	-0.08%

End of Report



THE STATE
of **ALASKA**
GOVERNOR MIKE DUNLEAVY

**Department of Education
& Early Development**

FINANCE & SUPPORT SERVICES

333 Willoughby Ave, 9th Floor
PO Box 110500
Juneau, Alaska 99811-0500
907.465.2890
Alenita.Danner@alaska.gov

TO: All Business Managers

FROM: Alenita Danner, School Finance Specialist

DATE: August 26, 2025

SUBJECT: FY2026 Pupil Transportation Grant Payment

Attached is a copy of the first grant payment for the FY2026 Pupil Transportation Program. This is the first of three scheduled payments.

- **First Payment (attached): Calculated using the projected Average Daily Membership (ADM) for the current year**
- Second Payment in December 2025: Based on the preliminary October ADM
- Final Payment in March 2026: Adjusted based on the final FY2026 ADM

Note that [HB 57 \(SCS CSHB 57\(FIN\) am S\(reengrossed\)\)](#) increased the per-student cost rate for the Pupil Transportation Program. This legislative change raises the amount districts receive per brick-and-mortar ADM to help address rising transportation costs.

Please retain the attached document for your records. If you have any questions regarding this payment, feel free to reach out to me at Alenita.Danner@alaska.gov or 907-465-2890.

A faint, light-colored map of the state of Alaska is visible in the background of the lower half of the page.

Department of Education & Early Development
 FY2026 Pupil Transportation Program
 Prepared 8/26/2025

SCHOOL DISTRICT	PROJECTED FY2026 ADM	FY2026 PER-STUDENT COST	ESTIMATED FY2026 GRANT	FIRST GRANT PAYMENT
Alaska Gateway	301.80	\$ 2,529	\$ 763,252	\$ 254,417
Aleutian Region	21.00	-	-	-
Aleutians East Borough	162.00	377	61,074	20,358
Anchorage	39,349.24	529	20,815,748	6,938,583
Annette Island	281.00	221	62,101	20,700
Bering Strait	1,586.00	59	93,574	31,191
Bristol Bay Borough	90.00	3,247	292,230	97,410
Chatham	145.00	341	49,445	16,482
Chugach	80.00	-	-	-
Copper River	284.00	1,928	547,552	182,517
Cordova	362.00	408	147,696	49,232
Craig	190.00	514	97,660	32,553
Delta Greely	601.00	2,013	1,209,813	403,271
Denali Borough	170.00	2,197	373,490	124,497
Dillingham	389.00	1,480	575,720	191,907
Fairbanks N. Star Borough	10,849.00	992	10,762,208	3,587,403
Galena	304.00	309	93,936	31,312
Haines Borough	220.00	761	167,420	55,807
Hoonah	113.00	363	41,019	13,673.00
Hydaburg	51.00	-	-	-
Iditarod Area	155.00	257	39,835	13,278
Juneau Borough	3,584.00	733	2,627,072	875,691
Kake	110.00	330	36,300	12,100
Kashunamiut	315.00	6	1,890	630
Kenai Peninsula Borough	7,053.00	1,112	7,842,936	2,614,312
Ketchikan Gateway Borough	1,860.31	883	1,642,654	547,551
Klawock	125.00	710	88,750	29,583
Kodiak Island Borough	1,737.00	971	1,686,627	562,209
Kuspuk	285.00	794	226,290	75,430
Lake and Peninsula Borough	289.00	466	134,674	44,891
Lower Kuskokwim	3,694.00	337	1,244,878	414,959
Lower Yukon	1,958.00	1	1,958	653
Mat-Su Borough	15,505.00	1,106	17,148,530	5,716,177
Nenana	204.00	714	145,656	48,552
Nome	641.00	755	483,955	161,318
North Slope Borough	1,765.00	1,361	2,402,165	800,722
Northwest Arctic Borough	1,801.00	30	54,030	18,010
Pelican	12.00	-	-	-
Petersburg	441.25	455	200,769	66,923
Pribilof	58.00	-	-	-
Saint Mary's	168.00	234	39,312	13,104
Sitka Borough	1,000.00	520	520,000	173,333
Skagway	130.00	44	5,720	1,907
Southeast Island	158.00	1,404	221,832	73,944
Southwest Region	567.00	726	411,642	137,214
Unalaska	330.00	788	260,040	86,680
Valdez	571.00	894	510,474	170,158
Wrangell	260.00	851	221,260	73,753
Yakutat	69.00	904	62,376	20,792
Yukon Flats	186.00	321	59,706	19,902
Yukon Koyukuk	326.00	364	118,664	39,555
Yup'it	518.00	2	1,036	345
TOTALS	101,424.60	\$ 36,341	\$ 74,594,969	\$ 24,864,989



Board Agenda Item

Kodiak Island Borough School District
 722 Mill Bay Rd
 Kodiak, Alaska 99615

Board Mtg. Date 09.02.2025	Reports of the Superintendent	Action Item	Consent Agenda	Reports, Routine Monthly	Other
Subject:	FY26 CHILD NUTRITION BUDGET				
Presenter or Contact Person:	Krista Cowley, Chief Financial Officer Jerilyn Urban, Food Service Coordinator				
Summary:	Please find the FY26 Child Nutrition Budget as presented.				
Financial Implications:	<p>BP 3100 states The District shall be prepared annually from the best possible estimates of revenues and expenditures. The Superintendent or designee shall determine the manner in which the budget shall be prepared and shall schedule the budget adoption process in accordance with legal time requirements. A public hearing shall be held prior to the adoption of the budget or a revised budget.</p> <p>In order to receive public input early in the budget preparation process, members of the community and staff shall review the proposed budget at regular intervals during its preparations and shall report its findings and recommendations to the Board.</p>				
Attachments:	FY26 Child Nutrition Budget				
Recommendation:	The Administration recommends the Board approve the FY26 Child Nutrition Budget as presented.				
Motion:	Move to approve the FY26 Child Nutrition Budget in the amount of \$1,439,134.85 as presented.				

FY26 Food Service Proposed Budget				FY25 Actual	
Revenue Projections				Revenue	
Local Sales					
21		Type A Breakfast and Lunch - Town		\$ 269,448.00	\$ 165,453.67
21		Type A Breakfast and Lunch - Villages			
40		Miscellaneous		\$ 500.00	\$ 150.71
236		Use of Food Service Fund Balance			
250		Transfer from GF		\$ 262,535.85	\$ 422,925.65
TOTAL - LOCAL				\$ 532,483.85	\$ 588,530.03
Federal					
160		Type A Lunch Reimbursement		\$ 549,607.00	\$ 576,706.58
161		Type A Breakfast Reimbursement		\$ 160,793.00	\$ 161,546.18
160/161		Type A Viillage Reimb		\$ 87,651.00	
165		Type A Summer Lunch Program		\$ 20,000.00	\$ 9,689.68
		USDA Commodities		\$ 88,600.00	
		Supply Chain Assistance			
TOTAL - FEDERAL				\$ 906,651.00	\$ 747,942.44
Total Food Service Revenues Local and Federal				\$ 1,439,134.85	\$ 1,336,472.47
Expense Projections					
District Schools					
326		Food Service Staff		\$ 393,541.00	\$ 417,731.19
361-366		Fringe Benefits		\$ 373,933.00	\$ 414,611.11
420		Travel		\$ 6,500.00	\$ 6,554.69
440		Other Purchased Services		\$ -	\$ -
450		Supplies			
454		Office Supplies		\$ 500.00	\$ 1.48
459		Food		\$ 500.00	\$ 765.15
460		Milk			
462		USDA Commodities		\$ 88,600.00	\$ 88,606.54
479		Other Supplies		\$ 1,000.00	\$ 846.45
490		Other Expense			
491		Dues		\$ 3,800.00	\$ 3,762.02
456		WHS Adjustment			\$ 25,415.65
510		Equipment			
SUB-TOTAL				\$ 868,374.00	\$ 958,294.28
Summer Program					
326		Food Service Staff		\$ 17,697.61	\$ 16,497.49
361-366		Fringe Benefits		\$ 5,663.24	\$ 5,216.57

420		Travel			
440		Other Purchased Services			
450		Supplies			
459		Food		\$ 4,000.00	\$ 3,883.49
460		Milk		\$ 1,000.00	\$ 840.09
479		Other Supplies		\$ 600.00	\$ 739.51
510		Equipment			
SUB-TOTAL				\$ 28,960.85	\$ 27,177.15
110	Kodiak High School				
		Supplies/Media/Materials		\$ 12,000.00	\$ 9,442.57
		Food		\$ 75,000.00	\$ 60,326.81
		Milk		\$ 13,000.00	\$ 12,556.19
SUB-TOTAL				\$ 100,000.00	\$ 82,325.57
120	Kodiak Middle School				
		Supplies/Media/Materials		\$ 15,000.00	\$ 11,606.14
		Food		\$ 75,000.00	\$ 66,009.14
		Milk		\$ 24,000.00	\$ 23,650.98
SUB-TOTAL				\$ 114,000.00	\$ 101,266.26
240	East Elementary				
		Supplies/Media/Materials		\$ 16,000.00	\$ 9,388.52
		Food		\$ 70,000.00	\$ 41,184.25
		Milk		\$ 25,000.00	\$ 16,043.54
SUB-TOTAL				\$ 111,000.00	\$ 66,616.31
250	Main Elementary				
		Supplies/Media/Materials		\$ 11,500.00	\$ 7,132.50
		Food		\$ 52,000.00	\$ 28,605.45
		Milk		\$ 20,000.00	\$ 12,291.37
SUB-TOTAL				\$ 83,500.00	\$ 48,029.32
260	North Star				
		Supplies/Media/Materials		\$ -	\$ 9,257.42
		Food		\$ -	\$ 37,184.11
		Milk		\$ -	\$ 13,930.76
SUB-TOTAL				\$ -	\$ 60,372.29
270	Peterson Elementary				
		Supplies/Media/Materials		\$ 6,000.00	\$ 5,263.40
		Food		\$ 35,000.00	\$ 28,083.44
		Milk		\$ 15,000.00	\$ 13,334.89

SUB-TOTAL				\$ 56,000.00	\$ 46,681.73
TOTAL - TOWN KODIAK SCHOOLS				\$ 1,361,834.85	\$ 1,390,762.91
Village Schools					
		Communications/Postage			
		Karluk Supplies			
440		Other Expense (Freight)		\$ 20,000.00	\$ 17,195.23
SUB-TOTAL				\$ 20,000.00	\$ 17,195.23
360 Akhiok School					
		Supplies/Media/Materials		\$ 800.00	\$ 547.26
		Food		\$ 7,000.00	\$ 7,108.18
		Milk		\$ 2,000.00	\$ 1,762.98
SUB-TOTAL				\$ 9,800.00	\$ 9,418.42
362 Chiniak School					
		Supplies/Media/Materials		\$ 1,500.00	\$ 2,027.57
		Food		\$ 6,000.00	\$ 7,226.16
		Milk		\$ 2,000.00	\$ 1,969.11
SUB-TOTAL				\$ 9,500.00	\$ 11,222.84
371 Old Harbor School					
		Supplies/Media/Materials		\$ 3,000.00	\$ 3,207.65
		Food		\$ 13,000.00	\$ 10,221.66
		Milk		\$ 4,000.00	\$ 3,927.71
SUB-TOTAL				\$ 20,000.00	\$ 17,357.02
373 Ouzinkie School					
		Supplies/Media/Materials		\$ 800.00	\$ 419.40
		Food		\$ 4,700.00	\$ 4,498.26
		Milk		\$ 1,800.00	\$ 396.53
SUB-TOTAL				\$ 7,300.00	\$ 5,314.19
375 Port Lions School					
		Supplies/Media/Materials		\$ 1,500.00	\$ 1,793.86
		Food		\$ 7,000.00	\$ 8,088.60
		Milk		\$ 2,200.00	\$ 2,113.56
SUB-TOTAL				\$ 10,700.00	\$ 11,996.02
TOTAL - VILLAGE SCHOOLS				\$ 77,300.00	\$ 72,503.72
Total - Food Service Expenditures				\$ 1,439,134.85	\$ 1,463,266.63



Board Agenda Item

Kodiak Island Borough School District
 722 Mill Bay Rd
 Kodiak, Alaska 99615

Board Mtg. Date
09.15.2025

Reports of the Superintendent

Action Item

Consent Agenda

Reports, Routine Monthly
 X

Other

Subject:

FY26 AUGUST FINANCIAL REPORTS

Presenter or Contact Person:

Krista Cowley, Chief Financial Officer

Summary:

August Financial Reports

Financial Implications:

BP 3460 The Superintendent or designee shall keep the School Board informed about the District's financial condition. The Board shall review the District's financial condition monthly, through the monthly Report of Revenues and Expenditures, to determine whether the district will be able to meet its financial obligations for the remainder of the fiscal year.

Attachments:

Board General Fund – Revenue Report
 Board General Fund – Expenditure by Object
 Board General Fund – Expenditures by Function
 Board General Fund – Expenditures by Site

AUG-25	YTD Expense	YTD % by Function
Function 100-400	\$ 400,692.51	30%
Function 500-800	\$ 919,947.42	70%
Total	\$1,320,639.93	

Recommendation: | The Administration recommends the Board approve the FY26 August Financial Reports as presented.

Motion: | **Superintendent Cyndy Mika is requesting Board action to acknowledge the receipt of the August Report of Revenues and Expenditures, with Year-to-Date General Fund Revenues in the amount of \$0.00 and Year-to-Date General Fund Expenditures in the amount of \$1,320,639.93.**

KODIAK ISLAND BOROUGH SCHOOL DISTRICT

BOARD GENERAL FUND - REVENUE REPORT

From Date: 8/1/2025

To Date: 8/31/2025

Fiscal Year: 2025-2026

- Subtotal by Collapse Mask
 Include pre encumbrance
 Print accounts with zero balance
 Filter Encumbrance Detail by Date Range
 Exclude Inactive Accounts with zero balance

Account Number	Description	GL Budget	Range To Date	YTD	Balance	Encumbrance	Budget Balance	% Bud
100.000.000.0000.011.0000	BOROUGH APPROPRIATION	(\$12,329,556.50)	\$0.00	\$0.00	(\$12,329,556.50)	\$0.00	(\$12,329,556.50)	100.00%
100.000.000.0000.012.0000	IN-KIND P&C INSURANCE	(\$505,000.00)	\$0.00	\$0.00	(\$505,000.00)	\$0.00	(\$505,000.00)	100.00%
100.000.000.0000.014.0000	IN-KIND AUDIT	(\$50,000.00)	\$0.00	\$0.00	(\$50,000.00)	\$0.00	(\$50,000.00)	100.00%
100.000.000.0000.015.0000	IN-KIND GRND MAINTENANCE	(\$95,000.00)	\$0.00	\$0.00	(\$95,000.00)	\$0.00	(\$95,000.00)	100.00%
100.000.000.0000.043.0000	ATHLETIC FEES	(\$70,000.00)	\$0.00	\$0.00	(\$70,000.00)	\$0.00	(\$70,000.00)	100.00%
100.000.000.0000.045.0000	FACILITIES USE AGREEMENT	(\$6,000.00)	\$0.00	\$0.00	(\$6,000.00)	\$0.00	(\$6,000.00)	100.00%
100.000.000.0000.046.0000	VILLAGE RENTALS	(\$20,000.00)	\$0.00	\$0.00	(\$20,000.00)	(\$100.00)	(\$19,900.00)	99.50%
100.000.000.0000.047.0000	E-RATE REIMBURSEMENT	(\$2,000,000.00)	\$0.00	\$0.00	(\$2,000,000.00)	\$0.00	(\$2,000,000.00)	100.00%
100.000.000.0000.051.0000	FOUNDATION	(\$23,281,473.76)	\$0.00	\$0.00	(\$23,281,473.76)	\$0.00	(\$23,281,473.76)	100.00%
100.000.000.0000.052.0000	STATE MILITARY CONTRACT	(\$879,582.00)	\$0.00	\$0.00	(\$879,582.00)	\$0.00	(\$879,582.00)	100.00%
100.000.000.0000.054.0000	QUALITY SCHOOLS	(\$79,178.00)	\$0.00	\$0.00	(\$79,178.00)	\$0.00	(\$79,178.00)	100.00%
100.000.000.0000.055.0000	HB39	(\$8,000.00)	\$0.00	\$0.00	(\$8,000.00)	\$0.00	(\$8,000.00)	100.00%
100.000.000.0000.056.0000	TRS ON BEHALF RELIEF	(\$3,116,751.00)	\$0.00	\$0.00	(\$3,116,751.00)	\$0.00	(\$3,116,751.00)	100.00%
100.000.000.0000.057.0000	PERS ON BEHALF RELIEF	(\$514,136.00)	\$0.00	\$0.00	(\$514,136.00)	\$0.00	(\$514,136.00)	100.00%
100.000.000.0000.110.0000	IMPACT AID - DIRECT	(\$4,143.00)	\$0.00	\$0.00	(\$4,143.00)	\$0.00	(\$4,143.00)	100.00%
100.000.000.0000.112.0000	IMPACT AID - DIRCT SPED ADD-ON	(\$31,231.00)	\$0.00	\$0.00	(\$31,231.00)	\$0.00	(\$31,231.00)	100.00%
100.000.000.0000.181.0000	IMPACT AID - MILITARY	(\$2,405,992.00)	\$0.00	\$0.00	(\$2,405,992.00)	\$0.00	(\$2,405,992.00)	100.00%
100.000.000.0000.184.0000	DEPARTMENT OF DEFENSE	(\$248,393.00)	\$0.00	\$0.00	(\$248,393.00)	\$0.00	(\$248,393.00)	100.00%
100.000.000.0000.236.0000	USE OF FUND BALANCE	(\$4,972,353.05)	\$0.00	\$0.00	(\$4,972,353.05)	\$0.00	(\$4,972,353.05)	100.00%
100.000.000.0000.238.0000	IDCF	(\$180,000.00)	\$0.00	\$0.00	(\$180,000.00)	\$0.00	(\$180,000.00)	100.00%
	FUNCTION: UNDESIGNATED - 000	(\$50,796,789.31)	\$0.00	\$0.00	(\$50,796,789.31)	(\$100.00)	(\$50,796,689.31)	100.00%
	FUND: GENERAL FUND - 100	(\$50,796,789.31)	\$0.00	\$0.00	(\$50,796,789.31)	(\$100.00)	(\$50,796,689.31)	100.00%
	Grand Total:	(\$50,796,789.31)	\$0.00	\$0.00	(\$50,796,789.31)	(\$100.00)	(\$50,796,689.31)	100.00%

End of Report

KODIAK ISLAND BOROUGH SCHOOL DISTRICT

BOARD GENERAL FUND - EXPENDITURE BY OBJECT

From Date: 8/1/2025

To Date: 8/31/2025

Fiscal Year: 2025-2026

- Subtotal by Collapse Mask
 Include pre encumbrance
 Print accounts with zero balance
 Filter Encumbrance Detail by Date Range
 Exclude Inactive Accounts with zero balance

Account Number	Description	GL Budget	Range To Date	YTD	Balance	Encumbrance	Budget Balance	% Bud
100.000.000.0000.310.0000	CERTIFIED. SALARIES	\$16,804,958.23	\$63,401.35	\$78,140.82	\$16,726,817.41	\$15,334,173.36	\$1,392,644.05	8.29%
100.000.000.0000.320.0000	CLASSIFIED WAGES	\$8,512,760.23	\$315,135.53	\$460,544.78	\$8,052,215.45	\$8,305,592.58	(\$253,377.13)	-2.98%
100.000.000.0000.330.0000	NON-CERTIFICATED TEA & EXTRA D	\$171,375.00	\$1,882.50	\$1,882.50	\$169,492.50	\$107,134.42	\$62,358.08	36.39%
100.000.000.0000.340.0000	CLASSIFIED, OVERTIME	\$80,000.00	\$8,422.24	\$12,797.10	\$67,202.90	\$0.00	\$67,202.90	84.00%
100.000.000.0000.360.0000	EMPLOYEE BENEFITS	\$15,753,262.00	\$199,183.81	\$351,226.60	\$15,402,035.40	\$11,302,232.11	\$4,099,803.29	26.03%
100.000.000.0000.380.0000	HOUSING ALLOWANCE	\$78,000.00	\$10,850.00	\$10,850.00	\$67,150.00	\$79,550.00	(\$12,400.00)	-15.90%
100.000.000.0000.390.0000	TRANSPORTATION ALLOWANCE	\$53,000.00	\$18,000.00	\$18,012.60	\$34,987.40	\$33,400.05	\$1,587.35	3.00%
100.000.000.0000.410.0000	PROF'L/TECHNICAL SERVICES	\$757,107.00	\$21,344.83	\$21,344.83	\$735,762.17	\$512,240.27	\$223,521.90	29.52%
100.000.000.0000.420.0000	STAFF TRAVEL	\$622,132.85	\$20,534.50	\$36,028.65	\$586,104.20	\$108,976.15	\$477,128.05	76.69%
100.000.000.0000.430.0000	UTILITIES/ENERGY	\$4,591,374.00	\$132,280.28	\$132,280.28	\$4,459,093.72	\$2,102,587.75	\$2,356,505.97	51.32%
100.000.000.0000.440.0000	OTHER PURCHASED SERVICES	\$1,236,034.90	\$985.82	\$1,229.84	\$1,234,805.06	\$297,976.98	\$936,828.08	75.79%
100.000.000.0000.450.0000	SUPPLIES/MEDIA/MATERIALS	\$1,044,728.95	\$13,013.03	\$13,013.03	\$1,031,715.92	\$185,555.67	\$846,160.25	80.99%
100.000.000.0000.470.0000	SUPPLIES/MEDIA/MATERIALS	\$488,600.00	\$58,708.09	\$167,531.59	\$321,068.41	\$149,505.39	\$171,563.02	35.11%
100.000.000.0000.490.0000	OTHER EXPENSES	\$78,817.00	\$13,728.71	\$15,757.31	\$63,059.69	\$6,634.00	\$56,425.69	71.59%
100.000.000.0000.510.0000	EQUIPMENT	\$91,739.15	\$0.00	\$0.00	\$91,739.15	\$103,132.30	(\$11,393.15)	-12.42%
100.000.000.0000.550.0000	TRANSFERS TO OTHER FUNDS	\$432,900.00	\$0.00	\$0.00	\$432,900.00	\$0.00	\$432,900.00	100.00%
	FUND: GENERAL FUND - 100	\$50,796,789.31	\$877,470.69	\$1,320,639.93	\$49,476,149.38	\$38,628,691.03	\$10,847,458.35	21.35%
Grand Total:		\$50,796,789.31	\$877,470.69	\$1,320,639.93	\$49,476,149.38	\$38,628,691.03	\$10,847,458.35	21.35%

End of Report

KODIAK ISLAND BOROUGH SCHOOL DISTRICT

BOARD GENERAL FUND - EXPENDITURES BY FUNCTIO

From Date: 8/1/2025

To Date: 8/31/2025

Fiscal Year: 2025-2026

- Subtotal by Collapse Mask
 Include pre encumbrance
 Print accounts with zero balance
 Filter Encumbrance Detail by Date Range
 Exclude Inactive Accounts with zero balance

Account Number	Description	GL Budget	Range To Date	YTD	Balance	Encumbrance	Budget Balance	% Bud
100.000.100.0000.310.0000	CERTIFIED. SALARIES	\$10,416,186.61	\$20,377.00	\$20,377.00	\$10,395,809.61	\$9,101,372.39	\$1,294,437.22	12.43%
100.000.100.0000.320.0000	CLASSIFIED WAGES	\$1,157,617.36	\$8,412.50	\$8,412.52	\$1,149,204.84	\$1,103,243.21	\$45,961.63	3.97%
100.000.100.0000.340.0000	CLASSIFIED, OVERTIME	\$48,009.00	\$0.00	\$0.00	\$48,009.00	\$0.00	\$48,009.00	100.00%
100.000.100.0000.360.0000	EMPLOYEE BENEFITS	\$8,244,925.84	\$9,762.85	\$11,663.85	\$8,233,261.99	\$4,187,011.29	\$4,046,250.70	49.08%
100.000.100.0000.380.0000	HOUSING ALLOWANCE	\$78,000.00	\$10,850.00	\$10,850.00	\$67,150.00	\$79,550.00	(\$12,400.00)	-15.90%
100.000.100.0000.390.0000	TRANSPORTATION ALLOWANCE	\$53,000.00	\$18,000.00	\$18,000.00	\$35,000.00	\$33,000.00	\$2,000.00	3.77%
100.000.100.0000.410.0000	PROF'L/TECHNICAL SERVICES	\$10,000.00	\$0.00	\$0.00	\$10,000.00	\$0.00	\$10,000.00	100.00%
100.000.100.0000.420.0000	STAFF TRAVEL	\$20,000.00	\$0.00	\$0.00	\$20,000.00	\$0.00	\$20,000.00	100.00%
100.000.100.0000.430.0000	UTILITIES/ENERGY	\$500.00	\$0.00	\$0.00	\$500.00	\$0.00	\$500.00	100.00%
100.000.100.0000.440.0000	OTHER PURCHASED SERVICES	\$71,100.00	\$0.00	\$0.00	\$71,100.00	\$51,283.08	\$19,816.92	27.87%
100.000.100.0000.450.0000	SUPPLIES/MEDIA/MATERIALS	\$491,764.71	\$1,694.17	\$1,694.17	\$490,070.54	\$49,480.16	\$440,590.38	89.59%
100.000.100.0000.470.0000	SUPPLIES/MEDIA/MATERIALS	\$95,000.00	\$0.00	\$0.00	\$95,000.00	\$16,735.89	\$78,264.11	82.38%
100.000.100.0000.490.0000	OTHER EXPENSES	\$52,000.00	\$580.00	\$580.00	\$51,420.00	\$2,500.00	\$48,920.00	94.08%
100.000.100.0000.510.0000	EQUIPMENT	\$76,041.05	\$0.00	\$0.00	\$76,041.05	\$87,434.20	(\$11,393.15)	-14.98%
100.000.100.0000.550.0000	TRANSFERS TO OTHER FUNDS	\$432,900.00	\$0.00	\$0.00	\$432,900.00	\$0.00	\$432,900.00	100.00%
	FUNCTION: INSTRUC - INSTRUCTION - 100	\$21,247,044.57	\$69,676.52	\$71,577.54	\$21,175,467.03	\$14,711,610.22	\$6,463,856.81	30.42%
100.000.200.0000.310.0000	CERTIFIED. SALARIES	\$3,351,483.23	\$11,520.41	\$11,520.41	\$3,339,962.82	\$3,512,291.31	(\$172,328.49)	-5.14%
100.000.200.0000.320.0000	CLASSIFIED WAGES	\$2,732,494.65	\$5,500.02	\$5,697.87	\$2,726,796.78	\$2,773,806.56	(\$47,009.78)	-1.72%
100.000.200.0000.340.0000	CLASSIFIED, OVERTIME	\$1,382.00	\$216.53	\$216.53	\$1,165.47	\$0.00	\$1,165.47	84.33%
100.000.200.0000.360.0000	EMPLOYEE BENEFITS	\$3,450,829.45	\$7,086.83	\$14,252.14	\$3,436,577.31	\$3,257,265.23	\$179,312.08	5.20%
100.000.200.0000.390.0000	TRANSPORTATION ALLOWANCE	\$0.00	\$0.00	\$12.60	(\$12.60)	\$0.00	(\$12.60)	0.00%
100.000.200.0000.410.0000	PROF'L/TECHNICAL SERVICES	\$300,000.00	\$0.00	\$0.00	\$300,000.00	\$275,000.00	\$25,000.00	8.33%
100.000.200.0000.420.0000	STAFF TRAVEL	\$49,200.00	\$0.00	\$0.00	\$49,200.00	\$17,070.00	\$32,130.00	65.30%
100.000.200.0000.440.0000	OTHER PURCHASED SERVICES	\$44,767.30	\$0.00	\$0.00	\$44,767.30	\$51,776.00	(\$7,008.70)	-15.66%
100.000.200.0000.450.0000	SUPPLIES/MEDIA/MATERIALS	\$150,000.00	\$0.00	\$0.00	\$150,000.00	\$8,587.60	\$141,412.40	94.27%
100.000.200.0000.470.0000	SUPPLIES/MEDIA/MATERIALS	\$0.00	\$0.00	\$0.00	\$0.00	\$7,107.33	(\$7,107.33)	0.00%
100.000.200.0000.510.0000	EQUIPMENT	\$5,232.70	\$0.00	\$0.00	\$5,232.70	\$5,232.70	\$0.00	0.00%
	FUNCTION: SPED -SPECIAL EDUCATION INSTR. - 200	\$10,085,389.33	\$24,323.79	\$31,699.55	\$10,053,689.78	\$9,908,136.73	\$145,553.05	1.44%
100.000.300.0000.310.0000	CERTIFIED. SALARIES	\$1,078,930.50	\$0.00	\$0.00	\$1,078,930.50	\$954,545.62	\$124,384.88	11.53%
100.000.300.0000.320.0000	CLASSIFIED WAGES	\$1,275,876.40	\$57,233.79	\$84,325.39	\$1,191,551.01	\$1,265,525.21	(\$73,974.20)	-5.80%
100.000.300.0000.340.0000	CLASSIFIED, OVERTIME	\$10,035.00	\$221.66	\$231.01	\$9,803.99	\$0.00	\$9,803.99	97.70%
100.000.300.0000.360.0000	EMPLOYEE BENEFITS	\$1,327,290.18	\$36,398.94	\$72,290.39	\$1,254,999.79	\$1,282,812.18	(\$27,812.39)	-2.10%
100.000.300.0000.390.0000	TRANSPORTATION ALLOWANCE	\$0.00	\$0.00	\$0.00	\$0.00	\$91.00	(\$91.00)	0.00%
100.000.300.0000.410.0000	PROF'L/TECHNICAL SERVICES	\$120,000.00	\$0.00	\$0.00	\$120,000.00	\$24,804.00	\$95,196.00	79.33%
100.000.300.0000.420.0000	STAFF TRAVEL	\$27,000.00	\$0.00	\$0.00	\$27,000.00	\$16,034.40	\$10,965.60	40.61%
100.000.300.0000.430.0000	UTILITIES/ENERGY	\$2,235,000.00	\$6,301.47	\$6,301.47	\$2,228,698.53	\$92,444.41	\$2,136,254.12	95.58%
100.000.300.0000.440.0000	OTHER PURCHASED SERVICES	\$55,000.00	\$0.00	\$0.00	\$55,000.00	\$9,329.00	\$45,671.00	83.04%
100.000.300.0000.450.0000	SUPPLIES/MEDIA/MATERIALS	\$10,000.00	\$0.00	\$0.00	\$10,000.00	\$8,894.51	\$1,105.49	11.05%
100.000.300.0000.470.0000	SUPPLIES/MEDIA/MATERIALS	\$200,000.00	\$42,825.24	\$115,842.03	\$84,157.97	\$50,593.46	\$33,564.51	16.78%
	FUNCTION: STDNTSS -SUPPORT SERVICES-STUDENTS - 300	\$6,339,132.08	\$142,981.10	\$278,990.29	\$6,060,141.79	\$3,705,073.79	\$2,355,068.00	37.15%
100.000.400.0000.310.0000	CERTIFIED. SALARIES	\$1,016,352.32	\$0.00	\$0.00	\$1,016,352.32	\$1,016,352.32	\$0.00	0.00%
100.000.400.0000.320.0000	CLASSIFIED WAGES	\$479,601.46	\$8,513.12	\$12,743.47	\$466,857.99	\$478,009.96	(\$11,151.97)	-2.33%
100.000.400.0000.340.0000	CLASSIFIED, OVERTIME	\$0.00	\$60.30	\$71.91	(\$71.91)	\$0.00	(\$71.91)	0.00%
100.000.400.0000.360.0000	EMPLOYEE BENEFITS	\$713,320.15	\$2,694.41	\$5,174.75	\$708,145.40	\$726,087.94	(\$17,942.54)	-2.52%
100.000.400.0000.420.0000	STAFF TRAVEL	\$0.00	\$0.00	\$0.00	\$0.00	\$880.00	(\$880.00)	0.00%
100.000.400.0000.450.0000	SUPPLIES/MEDIA/MATERIALS	\$0.00	\$0.00	\$0.00	\$0.00	\$489.64	(\$489.64)	0.00%
100.000.400.0000.470.0000	SUPPLIES/MEDIA/MATERIALS	\$0.00	\$435.00	\$435.00	(\$435.00)	\$709.90	(\$1,144.90)	0.00%
	FUNCTION: SCHADMN - SCHOOL ADMINISTRATION - 400	\$2,209,273.93	\$11,702.83	\$18,425.13	\$2,190,848.80	\$2,222,529.76	(\$31,680.96)	-1.43%

KODIAK ISLAND BOROUGH SCHOOL DISTRICT

BOARD GENERAL FUND - EXPENDITURES BY FUNCTIO

From Date: 8/1/2025

To Date: 8/31/2025

Fiscal Year: 2025-2026

- Subtotal by Collapse Mask
 Include pre encumbrance
 Print accounts with zero balance
 Filter Encumbrance Detail by Date Range
 Exclude Inactive Accounts with zero balance

Account Number	Description	GL Budget	Range To Date	YTD	Balance	Encumbrance	Budget Balance	% Bud
100.000.500.0000.310.0000	CERTIFIED. SALARIES	\$750,276.23	\$31,503.94	\$46,243.41	\$704,032.82	\$708,168.32	(\$4,135.50)	-0.55%
100.000.500.0000.320.0000	CLASSIFIED WAGES	\$935,559.51	\$92,395.41	\$137,457.65	\$798,101.86	\$899,049.82	(\$100,947.96)	-10.79%
100.000.500.0000.330.0000	NON-CERTIFICATED TEA & EXTRA D	\$0.00	\$1,882.50	\$1,882.50	(\$1,882.50)	\$5,850.00	(\$7,732.50)	0.00%
100.000.500.0000.340.0000	CLASSIFIED, OVERTIME	\$10,553.00	\$442.44	\$709.30	\$9,843.70	\$0.00	\$9,843.70	93.28%
100.000.500.0000.360.0000	EMPLOYEE BENEFITS	\$765,492.97	\$61,442.06	\$110,685.41	\$654,807.56	\$688,332.86	(\$33,525.30)	-4.38%
100.000.500.0000.390.0000	TRANSPORTATION ALLOWANCE	\$0.00	\$0.00	\$0.00	\$0.00	\$309.05	(\$309.05)	0.00%
100.000.500.0000.410.0000	PROF'L/TECHNICAL SERVICES	\$219,197.00	\$6,623.83	\$6,623.83	\$212,573.17	\$118,979.50	\$93,593.67	42.70%
100.000.500.0000.420.0000	STAFF TRAVEL	\$80,749.00	\$3,200.00	\$3,615.00	\$77,134.00	\$44,501.20	\$32,632.80	40.41%
100.000.500.0000.430.0000	UTILITIES/ENERGY	\$27,537.00	\$1,319.67	\$1,319.67	\$26,217.33	\$3,959.01	\$22,258.32	80.83%
100.000.500.0000.440.0000	OTHER PURCHASED SERVICES	\$220,633.00	\$244.02	\$488.04	\$220,144.96	\$4,702.59	\$215,442.37	97.65%
100.000.500.0000.450.0000	SUPPLIES/MEDIA/MATERIALS	\$0.00	\$0.00	\$0.00	\$0.00	\$828.28	(\$828.28)	0.00%
100.000.500.0000.470.0000	SUPPLIES/MEDIA/MATERIALS	\$193,600.00	\$5,492.50	\$41,299.21	\$152,300.79	\$43,534.76	\$108,766.03	56.18%
100.000.500.0000.490.0000	OTHER EXPENSES	\$26,817.00	\$0.00	\$2,028.60	\$24,788.40	\$1,089.00	\$23,699.40	88.37%
	FUNCTION: Central Office Services - 500	\$3,230,414.71	\$204,546.37	\$352,352.62	\$2,878,062.09	\$2,519,304.39	\$358,757.70	11.11%
100.000.600.0000.320.0000	CLASSIFIED WAGES	\$1,815,657.48	\$133,417.91	\$197,413.71	\$1,618,243.77	\$1,684,498.62	(\$66,254.85)	-3.65%
100.000.600.0000.340.0000	CLASSIFIED, OVERTIME	\$10,021.00	\$7,481.31	\$11,568.35	(\$1,547.35)	\$0.00	(\$1,547.35)	-15.44%
100.000.600.0000.360.0000	EMPLOYEE BENEFITS	\$1,185,733.88	\$75,602.80	\$126,600.43	\$1,059,133.45	\$1,097,918.08	(\$38,784.63)	-3.27%
100.000.600.0000.410.0000	PROF'L/TECHNICAL SERVICES	\$107,910.00	\$14,721.00	\$14,721.00	\$93,189.00	\$93,456.77	(\$267.77)	-0.25%
100.000.600.0000.420.0000	STAFF TRAVEL	\$32,000.00	\$17,334.50	\$32,413.65	(\$413.65)	\$8,434.50	(\$8,848.15)	-27.65%
100.000.600.0000.430.0000	UTILITIES/ENERGY	\$2,328,337.00	\$124,659.14	\$124,659.14	\$2,203,677.86	\$2,006,184.33	\$197,493.53	8.48%
100.000.600.0000.440.0000	OTHER PURCHASED SERVICES	\$844,534.60	\$741.80	\$741.80	\$843,792.80	\$180,886.31	\$662,906.49	78.49%
100.000.600.0000.450.0000	SUPPLIES/MEDIA/MATERIALS	\$392,964.24	\$11,318.86	\$11,318.86	\$381,645.38	\$117,138.48	\$264,506.90	67.31%
100.000.600.0000.470.0000	SUPPLIES/MEDIA/MATERIALS	\$0.00	\$9,854.97	\$9,854.97	(\$9,854.97)	\$30,663.33	(\$40,518.30)	0.00%
100.000.600.0000.490.0000	OTHER EXPENSES	\$0.00	\$0.00	\$0.00	\$0.00	\$3,045.00	(\$3,045.00)	0.00%
100.000.600.0000.510.0000	EQUIPMENT	\$10,465.40	\$0.00	\$0.00	\$10,465.40	\$10,465.40	\$0.00	0.00%
	FUNCTION: O/M -OPERATIONS & MAINTENANCE - 600	\$6,727,623.60	\$395,132.29	\$529,291.91	\$6,198,331.69	\$5,232,690.82	\$965,640.87	14.35%
100.000.700.0000.310.0000	CERTIFIED. SALARIES	\$191,729.34	\$0.00	\$0.00	\$191,729.34	\$41,443.40	\$150,285.94	78.38%
100.000.700.0000.320.0000	CLASSIFIED WAGES	\$115,953.37	\$9,662.78	\$14,494.17	\$101,459.20	\$101,459.20	\$0.00	0.00%
100.000.700.0000.330.0000	NON-CERTIFICATED TEA & EXTRA D	\$171,375.00	\$0.00	\$0.00	\$171,375.00	\$101,284.42	\$70,090.58	40.90%
100.000.700.0000.360.0000	EMPLOYEE BENEFITS	\$65,669.53	\$6,195.92	\$10,559.63	\$55,109.90	\$62,804.53	(\$7,694.63)	-11.72%
100.000.700.0000.420.0000	STAFF TRAVEL	\$413,183.85	\$0.00	\$0.00	\$413,183.85	\$22,056.05	\$391,127.80	94.66%
100.000.700.0000.450.0000	SUPPLIES/MEDIA/MATERIALS	\$0.00	\$0.00	\$0.00	\$0.00	\$137.00	(\$137.00)	0.00%
100.000.700.0000.470.0000	SUPPLIES/MEDIA/MATERIALS	\$0.00	\$100.38	\$100.38	(\$100.38)	\$160.72	(\$261.10)	0.00%
100.000.700.0000.490.0000	OTHER EXPENSES	\$0.00	\$13,148.71	\$13,148.71	(\$13,148.71)	\$0.00	(\$13,148.71)	0.00%
	FUNCTION: STDNTACT - STUDENT ACTIVITIES - 700	\$957,911.09	\$29,107.79	\$38,302.89	\$919,608.20	\$329,345.32	\$590,262.88	61.62%
	FUND: GENERAL FUND - 100	\$50,796,789.31	\$877,470.69	\$1,320,639.93	\$49,476,149.38	\$38,628,691.03	\$10,847,458.35	21.35%
	Grand Total:	\$50,796,789.31	\$877,470.69	\$1,320,639.93	\$49,476,149.38	\$38,628,691.03	\$10,847,458.35	21.35%

End of Report

KODIAK ISLAND BOROUGH SCHOOL DISTRICT

BOARD GENERAL FUND - EXPENDITURES BY SITE

From Date: 8/1/2025

To Date: 8/31/2025

Fiscal Year: 2025-2026

- Subtotal by Collapse Mask
 Include pre encumbrance
 Print accounts with zero balance
 Filter Encumbrance Detail by Date Range
 Exclude Inactive Accounts with zero balance

Account Number	Description	GL Budget	Range To Date	YTD	Balance	Encumbrance	Budget Balance	% Bud
100.110.000.0000.000.0000	ASSET SITE: KHS KODIAK HIGH SCHOOL - 110	\$8,727,637.22 \$8,727,637.22	\$95,377.77 \$95,377.77	\$110,752.08 \$110,752.08	\$8,616,885.14 \$8,616,885.14	\$7,429,557.44 \$7,429,557.44	\$1,187,327.70 \$1,187,327.70	13.60% 13.60%
100.111.000.0000.000.0000	ASSET SITE: COMMUNITY SWIMMING POOL - 111	\$110,885.98 \$110,885.98	\$6,206.57 \$6,206.57	\$6,206.57 \$6,206.57	\$104,679.41 \$104,679.41	\$126,799.33 \$126,799.33	(\$22,119.92) (\$22,119.92)	-19.95% -19.95%
100.117.000.0000.000.0000	ASSET SITE: AK TEACH - 117	\$821,096.52 \$821,096.52	\$4,888.43 \$4,888.43	\$4,888.43 \$4,888.43	\$816,208.09 \$816,208.09	\$347,103.29 \$347,103.29	\$469,104.80 \$469,104.80	57.13% 57.13%
100.120.000.0000.000.0000	ASSET SITE: KMS KODIAK MIDDLE SCHOOL - 120	\$5,779,424.44 \$5,779,424.44	\$39,357.85 \$39,357.85	\$48,757.70 \$48,757.70	\$5,730,666.74 \$5,730,666.74	\$5,568,959.13 \$5,568,959.13	\$161,707.61 \$161,707.61	2.80% 2.80%
100.240.000.0000.000.0000	ASSET SITE: EE EAST ELEMENTARY - 240	\$5,211,659.50 \$5,211,659.50	\$40,736.73 \$40,736.73	\$45,819.47 \$45,819.47	\$5,165,840.03 \$5,165,840.03	\$5,212,123.73 \$5,212,123.73	(\$46,283.70) (\$46,283.70)	-0.89% -0.89%
100.250.000.0000.000.0000	ASSET SITE: ME MAIN ELEMENTARY - 250	\$4,516,791.47 \$4,516,791.47	\$20,216.13 \$20,216.13	\$24,377.80 \$24,377.80	\$4,492,413.67 \$4,492,413.67	\$4,269,922.12 \$4,269,922.12	\$222,491.55 \$222,491.55	4.93% 4.93%
100.260.000.0000.000.0000	ASSET SITE: NSE NORTH STAR ELEMENTARY - 260	\$0.00 \$0.00	\$6,592.69 \$6,592.69	\$6,592.69 \$6,592.69	(\$6,592.69) (\$6,592.69)	\$140,974.18 \$140,974.18	(\$147,566.87) (\$147,566.87)	0.00% 0.00%
100.270.000.0000.000.0000	ASSET SITE: PTE PETERSON ELEMENTARY - 270	\$3,166,469.20 \$3,166,469.20	\$10,487.11 \$10,487.11	\$14,648.79 \$14,648.79	\$3,151,820.41 \$3,151,820.41	\$3,394,712.64 \$3,394,712.64	(\$242,892.23) (\$242,892.23)	-7.67% -7.67%
100.360.000.0000.000.0000	ASSET SITE: AKH AKHIOK SCHOOL - 360	\$378,108.99 \$378,108.99	\$3,405.75 \$3,405.75	\$3,405.75 \$3,405.75	\$374,703.24 \$374,703.24	\$319,902.56 \$319,902.56	\$54,800.68 \$54,800.68	14.49% 14.49%
100.362.000.0000.000.0000	ASSET SITE: CHINIAK SCHOOL - 362	\$437,908.94 \$437,908.94	\$6,231.41 \$6,231.41	\$6,231.41 \$6,231.41	\$431,677.53 \$431,677.53	\$375,449.24 \$375,449.24	\$56,228.29 \$56,228.29	12.84% 12.84%
100.371.000.0000.000.0000	ASSET SITE: OH OLD HARBOR SCHOOL - 371	\$764,121.10 \$764,121.10	\$4,425.50 \$4,425.50	\$4,425.50 \$4,425.50	\$759,695.60 \$759,695.60	\$773,694.90 \$773,694.90	(\$13,999.30) (\$13,999.30)	-1.83% -1.83%
100.373.000.0000.000.0000	ASSET SITE: OUZINKIE SCHOOL - 373	\$471,355.23 \$471,355.23	\$3,778.23 \$3,778.23	\$3,778.23 \$3,778.23	\$467,577.00 \$467,577.00	\$424,234.85 \$424,234.85	\$43,342.15 \$43,342.15	9.20% 9.20%
100.375.000.0000.000.0000	ASSET SITE: PL PORT LIONS SCHOOL - 375	\$441,311.15 \$441,311.15	\$3,740.45 \$3,740.45	\$3,740.45 \$3,740.45	\$437,570.70 \$437,570.70	\$446,399.04 \$446,399.04	(\$8,828.34) (\$8,828.34)	-2.00% -2.00%
100.380.000.0000.000.0000	ASSET SITE: VILLAGE WIDE SERVICES - 380	\$2,574,939.98 \$2,574,939.98	\$1,269.40 \$1,269.40	\$1,269.40 \$1,269.40	\$2,573,670.58 \$2,573,670.58	\$430,526.96 \$430,526.96	\$2,143,143.62 \$2,143,143.62	83.23% 83.23%
100.410.000.0000.000.0000	ASSET SITE: NEGOTIATED BENEFITS - 410	\$520,977.61 \$520,977.61	\$37,195.00 \$37,195.00	\$101,171.67 \$101,171.67	\$419,805.94 \$419,805.94	\$163,850.75 \$163,850.75	\$255,955.19 \$255,955.19	49.13% 49.13%
100.450.000.0000.000.0000	ASSET SITE: DISTRICT WIDE SERVICES - 450	\$4,668,572.14 \$4,668,572.14	\$6,762.81 \$6,762.81	\$6,762.81 \$6,762.81	\$4,661,809.33 \$4,661,809.33	\$119,282.53 \$119,282.53	\$4,542,526.80 \$4,542,526.80	97.30% 97.30%
100.451.000.0000.000.0000	ASSET SITE: AUDITORIUM - 451	\$202,328.11 \$202,328.11	\$13,596.75 \$13,596.75	\$19,278.66 \$19,278.66	\$183,049.45 \$183,049.45	\$162,272.12 \$162,272.12	\$20,777.33 \$20,777.33	10.27% 10.27%
100.452.000.0000.000.0000	ASSET	\$5,000.00	\$0.00	\$0.00	\$5,000.00	\$0.00	\$5,000.00	100.00%

KODIAK ISLAND BOROUGH SCHOOL DISTRICT

BOARD GENERAL FUND - EXPENDITURES BY SITE

From Date: 8/1/2025

To Date: 8/31/2025

Fiscal Year: 2025-2026

Subtotal by Collapse Mask
 Include pre encumbrance
 Print accounts with zero balance
 Filter Encumbrance Detail by Date Range
 Exclude Inactive Accounts with zero balance

Account Number	Description	GL Budget	Range To Date	YTD	Balance	Encumbrance	Budget Balance	% Bud
	SITE: ELEM MUSIC - 452	\$5,000.00	\$0.00	\$0.00	\$5,000.00	\$0.00	\$5,000.00	100.00%
100.454.000.0000.000.0000	ASSET	\$0.00	\$0.00	\$0.00	\$0.00	\$127.10	(\$127.10)	0.00%
	SITE: FEDERAL PROGRAMS - 454	\$0.00	\$0.00	\$0.00	\$0.00	\$127.10	(\$127.10)	0.00%
100.459.000.0000.000.0000	ASSET	\$895,392.68	\$93,639.15	\$192,873.53	\$702,519.15	\$695,757.49	\$6,761.66	0.76%
	SITE: TECHNOLOGY SERVICES - 459	\$895,392.68	\$93,639.15	\$192,873.53	\$702,519.15	\$695,757.49	\$6,761.66	0.76%
100.461.000.0000.000.0000	ASSET	\$297,940.32	\$0.00	\$0.00	\$297,940.32	\$298,201.96	(\$261.64)	-0.09%
	SITE: ALTERNATIVE LEARNING/LEARNING CAFE - 461	\$297,940.32	\$0.00	\$0.00	\$297,940.32	\$298,201.96	(\$261.64)	-0.09%
100.492.000.0000.000.0000	ASSET	\$2,292,826.63	\$18,762.82	\$18,844.13	\$2,273,982.50	\$2,137,909.03	\$136,073.47	5.93%
	SITE: SPED SPECIAL SERVICES - 492	\$2,292,826.63	\$18,762.82	\$18,844.13	\$2,273,982.50	\$2,137,909.03	\$136,073.47	5.93%
100.495.000.0000.000.0000	ASSET	\$1,155,286.69	\$1,331.10	\$1,331.10	\$1,153,955.59	\$1,161,345.51	(\$7,389.92)	-0.64%
	SITE: EARLY CHILDHOOK - 495	\$1,155,286.69	\$1,331.10	\$1,331.10	\$1,153,955.59	\$1,161,345.51	(\$7,389.92)	-0.64%
100.510.000.0000.000.0000	ASSET	\$207,760.60	\$8,796.88	\$15,813.17	\$191,947.43	\$83,770.30	\$108,177.13	52.07%
	SITE: BOARD OF EDUCATION - 510	\$207,760.60	\$8,796.88	\$15,813.17	\$191,947.43	\$83,770.30	\$108,177.13	52.07%
100.560.000.0000.000.0000	ASSET	\$471,145.12	\$37,398.30	\$58,790.14	\$412,354.98	\$384,391.98	\$27,963.00	5.94%
	SITE: SUPERINTENDENT - 560	\$471,145.12	\$37,398.30	\$58,790.14	\$412,354.98	\$384,391.98	\$27,963.00	5.94%
100.561.000.0000.000.0000	ASSET	\$1,451,199.58	\$92,446.25	\$130,690.71	\$1,320,508.87	\$871,997.59	\$448,511.28	30.91%
	SITE: ASST. SUPERINTENDENT/HR - 561	\$1,451,199.58	\$92,446.25	\$130,690.71	\$1,320,508.87	\$871,997.59	\$448,511.28	30.91%
100.562.000.0000.000.0000	ASSET	\$628,067.03	\$6,463.94	\$6,463.94	\$621,603.09	\$350,052.22	\$271,550.87	43.24%
	SITE: CURRICULUM - 562	\$628,067.03	\$6,463.94	\$6,463.94	\$621,603.09	\$350,052.22	\$271,550.87	43.24%
100.563.000.0000.000.0000	ASSET	\$480,874.88	\$26,305.40	\$38,532.76	\$442,342.12	\$358,836.10	\$83,506.02	17.37%
	SITE: SCHOOL SUPPORT SRVCS - 563	\$480,874.88	\$26,305.40	\$38,532.76	\$442,342.12	\$358,836.10	\$83,506.02	17.37%
100.610.000.0000.000.0000	ASSET	\$1,137,147.26	\$78,238.93	\$148,754.64	\$988,392.62	\$770,353.44	\$218,039.18	19.17%
	SITE: FISCAL SERVICES - 610	\$1,137,147.26	\$78,238.93	\$148,754.64	\$988,392.62	\$770,353.44	\$218,039.18	19.17%
100.710.000.0000.000.0000	ASSET	\$2,980,560.94	\$209,819.34	\$296,438.40	\$2,684,122.54	\$1,810,183.50	\$873,939.04	29.32%
	SITE: MAINTENANCE & OPERATIONS - 710	\$2,980,560.94	\$209,819.34	\$296,438.40	\$2,684,122.54	\$1,810,183.50	\$873,939.04	29.32%
	FUND: GENERAL FUND - 100	\$50,796,789.31	\$877,470.69	\$1,320,639.93	\$49,476,149.38	\$38,628,691.03	\$10,847,458.35	21.35%
	Grand Total:	\$50,796,789.31	\$877,470.69	\$1,320,639.93	\$49,476,149.38	\$38,628,691.03	\$10,847,458.35	21.35%

End of Report