

Board of Education Regular Meeting

Monday, March 23, 2026 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. Consent Agenda

4.a. Approval of the Consent Agenda

4.b. Board of Education Minutes

4.c. Advisory School Board Minutes

4.d. Monthly Staffing Report

4.e. 2026-2027 School Board Calendar Adoption

5. Community Comments

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

6. Student Representative Report

6.a. Student Representative Report

7. School Reports

7.a. Akhiok School Annual Board Presentation

8. Action Items

8.a. Request to Retire Jersey Number #3 in Honor of Devin Sharratt

8.b. Kodiak Borough Education Association Collective Bargaining Agreement Ratification

8.c. FY 27 Certificated Contracts

8.d. FY 27 Certificated Administrative Contract

8.e. Request for Expenditure Over \$50,000 For Legal Fees Related to Immigration Services for 20 Certified Teachers

8.f. Monthly Financial Report

8.g. Board Policy Update First Reading and Public Hearing - BP 4119.25 *Political Activities of Employees*, BP 5030 *School Discipline and Safety*, BP 5121 *Grades/Evaluation of School Achievement*, BP 5123 *Promotion/Acceleration/Retention*, BP 5124 *Communication with Parents/Guardians*, BP 5124.1 *Family Engagement*, BP 5127 *Graduation Ceremonies and Activities*, BP 5128 *Alaska Performance Scholarship Program*, BP 5131 *Conduct*, BP 5131.1 *Bus Conduct*, BP 5131.6 *Alcohol and Other Drugs*, BP 5131.9 *Academic Honesty*, BP 5137 *Positive School Climate*, BP 5142.3 *Restraint and Seclusion*, BP 5147 *Dropout Prevention*, BP 6147 *Alaska Reads Act Intervention Programs*, and BP 6148 *Early Education Programs*

9. **Community Comments**

9.a. Community Comments

10. **Reports**

10.a. Superintendent's Report

Speaker (s) :
Superintendent

10.b. Board Committee Reports

11. **Board Comments**

11.a. Board Comments

Speaker (s) : Board
President

12. **Adjournment**

12.a. Adjournment

13. **Informational Items**

Speaker (s) : Board
President

13.a. Intent to Apply for Grants

13.b. Monthly Campus and Program Board Reports



Board Agenda Item

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

| Board Mtg. Date 03.23.26 RM | 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: | 02.16.2026 RM Minutes 03.13.2026 SM Minutes | | | | |
| Recommendation: | Administration recommends the Board review the Board of Education minutes for adoption, as submitted. | | | | |
| Motion: | Move to approve Regular Meeting Minutes of February 16, 2026, and Special Meeting Minutes of March 13, 2026. | | | | |

**KODIAK ISLAND BOROUGH SCHOOL DISTRICT
BOARD OF EDUCATION
Regular Meeting – February 16, 2026**

The Board of Education of the Kodiak Island Borough School District met in a Regular Meeting on Monday, February 16, 2026 in the District Services Conference Room. School Board President KERRY IRONS called the meeting to order at 6:31 p.m.

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

KERRY IRONS
JIM PRYOR
DUNCAN FIELDS*
MIKE LITZOW
JESSE MICKELSON

Board members excused:

A quorum was established.

APPROVAL OF THE AGENDA:

MOTION

MIKE LITZOW 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.a Approval of the Consent Agenda

MOTION

MIKE LITZOW moved to approve the Consent Agenda to include: Board of Education Minutes, Advisory School Board Minutes, and Monthly Staffing Report, as submitted. JESSE MICKELSON seconded the motion, and it carried unanimously by a roll call vote of all members present

4.b Board of Education Minutes

MOTION

The motion to approve Regular Meeting Minutes of February 19, 2026 and Special Meeting Minutes of January 23, January 26, February 3, February 5, and February 9, 2026, as submitted, was approved under the consent agenda.

4.c Advisory School Board Minutes

MOTION

The motion to acknowledge receipt of the January 2026 Chiniak Advisory School Board Minutes, was approved under the consent agenda.

4.d Monthly Staff Report

MOTION

The motion to acknowledge receipt of the Monthly Staffing Report, was approved under the consent agenda.

RECOGNITIONS:

5.a Student CNA Recognition – KHS CNA Teacher, Megan Kouremetis, recognized CAN Student, Alyssa

**KODIAK ISLAND BOROUGH SCHOOL DISTRICT
BOARD OF EDUCATION REGULAR MEETING
February 16, 2026
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Arellano, who passed their CNA licensing exam.

STUDENT REPRESENTATIVE REPORT: Student Representative, Tessa Davis, delivered a report.

COMMUNITY COMMENTS: Brian Himelbloom

SCHOOL REPORTS:

8.a East Elementary School Board Presentation – Audra Morrow, Principal of East Elementary School presented the report.

8.b Old Harbor School Board Presentation – Head Teacher, Nataniel Tinambacan, and Peggy Azuyak, Director of Rural Schools presented the report.

*Due to technical difficulties, Duncan Fields joined the meeting online at 7:45 p.m.

PROGRAM PRESENTATIONS:

9.a Technology Services Report – Technology Supervisor, Walter Barnes, presented the report.

ACTION ITEMS:

10.a Request to Bid E-Rate Category 2 Application for KHS Network Upgrade

MOTION

JIM PRYOR moved to approve the request to bid for Category 2 internal network connections for Kodiak High School, as presented. JESSE MICKELSON seconded the motion, and it carried unanimously by a roll call vote of all members present.

10.b Grant Summary Report

MOTION

JIM PRYOR moved to approve acceptance of the NEA Foundation Grant in the amount of \$2,400.00, as presented. MIKE LITZOW seconded the motion, and it carried unanimously by a roll call vote of all members present.

10.c Monthly Financial Report

MOTION

MIKE LITZOW moved to acknowledge the receipt of the January Report of Revenues and Expenditures, with Year-to-Date General Fund Revenues in the amount of \$28,988,137.68 and Year-to-Date General Fund Expenditures in the amount of \$27,657,388.80, as presented. JESSE MICKELSON seconded the motion, and it carried unanimously by a roll call vote of all members present.

10.d FY 27 Certified Tenured Contract

MOTION

JESSE MICKELSON moved to approve the FY27 certificated tenured contract as presented, in the amount of \$90,426.06, as presented. JIM PRYOR seconded the motion, and it carried unanimously by a roll call vote of all members present.

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BOARD OF EDUCATION REGULAR MEETING
February 16, 2026
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10.e Leave of Absence (if needed) – There being no leave of absence to discuss, no motion was made.

COMMUNITY COMMENTS: Brian Himelbloom

REPORTS:

12.a Superintendent’s Report – Superintendent Cyndy Mika presented the report.

12.b Board Committee Reports – Superintendent Cyndy Mika presented the report.

BOARD COMMENTS

ADJOURNMENT

MOTION

MIKE LITZOW moved to adjourn the Regular 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 9:03 p.m. on February 16, 2026.

Respectfully Submitted,

Laurie Pardoe
Secretary to the Board

Approved by the Kodiak Island Borough School District Board of Education at their Regular Meeting of March 23, 2026.

Jesse Mickelson
Clerk of the Board

**KODIAK ISLAND BOROUGH SCHOOL DISTRICT
BOARD OF EDUCATION
Special Meeting – March 13, 2026**

The Board of Education of the Kodiak Island Borough School District met in a Special Meeting on Friday, March 13, 2026 in the District Services Conference Room. School Board President KERRY IRONS called the meeting to order at 12:06 p.m.

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

KERRY IRONS
JIM PRYOR
DUNCAN FIELDS

Board members excused: MIKE LITZOW and JESSE MICKELSON

A quorum was established.

COMMUNITY COMMENTS: None.

ACTION ITEMS:

9.a FY 27 Administrative Contracts

MOTION

DUNCAN FIELDS moved to approve the FY27 certificated administrative contracts as presented, in the amount of \$1,522,740.39, as presented. JIM PRYOR seconded the motion, and it carried unanimously by a roll call vote of all members present.

9.b FY 27 Certificated Non-Tenured Contracts

MOTION

DUNCAN FIELDS moved to approve the FY27 certificated non-tenured contracts as presented, in the amount of \$3,435,386.63, as presented. JIM PRYOR seconded the motion, and it carried unanimously by a roll call vote of all members present.

BOARD COMMENTS

ADJOURNMENT

MOTION

DUNCAN FIELDS moved to adjourn the Special 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 12:13 p.m. on March 13, 2026.

Respectfully Submitted,

Laurie Pardoe
Secretary to the Board

**KODIAK ISLAND BOROUGH SCHOOL DISTRICT
BOARD OF EDUCATION SPECIAL MEETING
March 13, 2026
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Approved by the Kodiak Island Borough School District Board of Education at their Regular Meeting of March 23, 2026.

Jesse Mickelson
Clerk of the Board



Board Agenda Item

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

| Board Mtg. Date 03/23/2026 RM | Reports of the Superintendent | Action Item | Consent Agenda | Reports, Routine Monthly | Other |
|---|---|----------------|-------------------|--------------------------------|-------|
| 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 and Old Harbor Advisory School Board(s). | | | | |
| Financial Implications: | There are no financial implications to the budget. | | | | |
| Attachments: | January 2026 Old Harbor ASM Minutes February 2026 Old Harbor ASB Minutes February 2026 Chiniak ASB Minutes | | | | |
| 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. | | | | |



Kodiak Island Borough School District

"We are gathered today on the traditional homeland of the Alutiiq/Sugpiaq people.

The heritage and culture of the Alutiiq people continue to enrich our communities and our schools." Minutes

Old Harbor Advisory School Board Minutes 1-27-26

1. **Call to Order:** 5:00

2. **Roll Call:** *Lianna Peterson, Board President, Gabe Azuyak, Vice President, Phyllis Clough, Secretary, Ross Elvehjem, Board Member, Glen Clough, Board Member.*

3. **Establishment of quorum:** 5/5

4. **Guests:** Nat Tinambacan, Head Teacher

5. **Meeting Minutes-** December 2, 2025, minutes were voted on via email, approved, and forwarded to the Main School Board and Superintendent Dr. Mika.

6. **Approval of agenda:** The agenda was approved with added additions. 5/5

7. **Public Comment:** None

8. **Director of Rural Schools Report-** Peggy Azuyak (Absent)

Head Teacher Report- Mr. Nataniel Tinambacan

- **Enrollment:** Campus enrollment increased from 40 to **44 students**.
- **Recent Events and Activities:**
 - Russian Christmas (January 7 and 9)
 - Amplify and MAP testing (January 12–23)
 - Russian New Year (January 14)
 - Fire drill (January 26)
 - Upcoming visit from district administration (January 28–29)
- **Visitors:**
 - Rita, preschool teacher assisting a student.
 - Michelle, physical therapist assisting another student.

Instructional Updates:

- Schoology in use for middle and high school students with online support
- Continued daily morning meetings
- Ongoing social-emotional support meetings facilitated by Marilyn
- **Community Support:**
 - Winter coats donated by Mr. Glen and the Lions Club in Kodiak- Thank you!
 - Appreciation expressed for parent volunteer Billie Jean

Student Assessment Data (Information)

Assessment results comparing beginning-of-year and mid-year data were reviewed:

- **Amplify Reading (K-2):** Overall improvement with increased benchmark performance

- **Math (K–2):** Positive progress with more students in higher performance levels
- **MAP Math (Grades 3–9):** Growth across percentile bands
- **MAP Reading (Grades 3–9):** Forward movement across percentile ranges
- **MAP Language (Grades 3–9):** Steady growth across performance bands

9. Old Business:

- Open Positions-
 - Two positions remain open
 - Budget considerations and preservation of current aide hours were discussed
- Student Device Monitoring –
 - Request for additional staff to assist with monitoring, as the head teacher is often very busy
 - IT updated the school network name and password
 - Student access limited to school-issued devices
 - Possible security loopholes
 - **Action:** Administration will follow up with district technology staff regarding monitoring and access.
 - Testing reports-See above with Head Teacher Nat's Report

10. New Business:

- Bathroom breaks- New
 - Excessive and inappropriate bathroom use reported
 - Vandalism incidents noted
 - Plan discussed to implement one-student-at-a-time use, time limits, and increased monitoring

Cell phone policy (per-Mr. Nat) / Technology Usage-New

Cell Phone and Electronic Device Policy

- Review of repeated violations of the current cell phone policy
- Discussion of inconsistencies due to parent intervention
- Proposal to revise policy with clear consequences:
 - **1st & 2nd offenses:** As currently stated in the handbook
 - **3rd offense:** Confiscation for two weeks or \$50 fee for early return
 - **Succeeding offenses:** Confiscation for one month or \$150 fee
- Remove the language allowing device use before school, during lunch, or after school
- Add: "Cell phone and personal electronic devices maybe permitted on special occasions with permission from teachers."
- The Board approved all revised policies with clear consequences by a motion. Ross made the motion, Gabe seconded it, and the motion passed unanimously (5–0). The approved changes to the cell phone policy will be implemented immediately.

Communication with District Administration (Action) A Motion was made and approved by all to-formally communicate revised policies and expectations to district leadership and request consistent administrative support for enforcement.

11. **Next Meeting Date:** February 26th, 2026

12. Board Comments:

- New Superintendent scheduled to begin in July
- Early planning discussion regarding anticipated graduates and enrollment
- No kindergarteners anticipated for the upcoming school year

13. **Adjournment:** 5:40

ASB Board President:



ASB Board Secretary:





Kodiak Island Borough School District

"We are gathered today on the traditional homeland of the Alutiiq/Sugpiaq people the heritage and culture of the Alutiiq people continue to enrich our communities and our schools."

Old Harbor Advisory School Board Minutes 2-26-25

1. **Call to Order:** 5:00

2. **Roll Call:** Gabe Azuyak, Vice President, Phyllis Clough, Secretary, Ross Elvehjem, Board Member, Glen Clough, Board Member Lianna Peterson, telephonically Board President.

3. **Establishment of quorum:** 5/5

4. **Guests:** Nat Tinambacan, Head Teacher- Director of Rural Schools Peggy Azuyak

5. **Meeting Minutes:** January 27th, 2026, Lianna made a motion to accept the January minutes, and Gabe seconded- Motion carried 5/5

6. **Agenda:** Was approved with the addition of adding the *Optometrist-vist to Old Harbor*-under New Business and it was approved 5/5

7. **Public Comment:** None

8. **Correspondence**-Jamie Bennett / **Director of Rural Schools Report**- Peggy Azuyak /**Head Teacher Report**- Mr. Nataniel Tinambacan

Peggy Azuyak

- *New Superintendent plans to visit April 1–11. Hoping to come April 7 if weather allows.*
- *State testing runs March 30 through April. Plan is to test early April.*
- *District may request a waiver for missed days due to weather.*

Nataniel Tinambacan

- *Enrollment: 40 students, including preschool.*
- *Recent events: Spelling Bee, lockdown drill, Native Youth Olympics, in-service, 100th Day of School, fire drill, and rural assembly.*
- *Student of the Month: January – Nathan. February – Diana.*
- *Fourteen students had perfect attendance in February.*
- *Winter testing is complete and results are being used to support students.*
- *Several students advanced to state judging in the Migratory Bird Contest.*

9. **Old Business:**

Open Positions

- *One applicant for the 5.5-hour position; waiting on references.*
- *The 3-hour Title position is still open.*
- *Funding for next year looks steady.*

Student Device Monitoring

- *Monitoring continues.*
- *No major issues lately.*
- *One phone remains secured per parent request.*

Student Device Monitoring

- *Monitoring continues.*
- *No major issues lately.*
- *One phone remains secured per parent request.*

Testing Reports – None currently

10. New Business:

Cell phone policy-changes to the handbook and our response from DORS and Superintendent

- *The Board discussed the current cell phone policy and unanimously agreed not to change the wording.*
- *The policy remains as previously voted on:*
- *No cell phones are allowed in school during school educational times.*
- *The Board supports continued enforcement of this policy from Director of Rural Schools, Peggy Azuyak and Superintendent Dr. Cindy Mika*

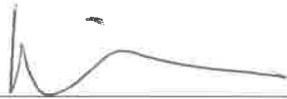
Optometrist- “At the request of a school board member, the optometrist will be here next week and wanted us to know for students.”

11. Next Meeting Date: March 26, 2026, at 5:00 PM

12. Board Comments: *None*

13. Adjournment: 6:05

ASB Board President:



ASB Board Secretary:



CHINIAK February 26, 2026

4:00 p.m. Chiniak School/TEAMS

- Call to Order/Roll Call/Introduce Guests

Peggy A online, Sara F, Sandy D, Mary K, Christy S, John S

- Approval of Minutes of January 22, 2026
 - Minutes have been approved.
- Community Comments and Correspondence -None currently
- Administrator Report
 - Enrollment numbers at 18 students
 - Overview from Ms. Stark; Valentines Bake sale raised about \$300.00, other fundraisers Papa John's pizza, Krispy Kreme TBD, Duck stamp contest with Amy P and Isabel from NWLR, March 2nd pool day, March 6th Alutiiq Museum NWLR scavenger hunt and lunch, MG school councilor 9th graders (2) will attend a college travel. Parent-teacher conferences will be March 10th and 11th, March 16th-20th is spring break, Two weeks after spring break- 30th through April 3rd will be our culture week- possible activities, gil net mending, Susie Malutin, KANA will help with elders lunch at school, we plan to serve purok, MJ, Sara and Daughtery family will help with first meal. We are open for any suggestions for activities for culture week.
Still planning for our culture week, KANA and the Alutiiq Museum
Science fair, rural wide but not district maybe a kelp farm for next year.
April 8th Aerospace visit 1pm-3pm
April 13th star testing with make ups April 20th-Monday, Tuesday, Wednesday then the rest of that week have a Prom preparations.
Author visit working with Todd to visit Chiniak School
May 8th spring performance
May 22nd is Chiniak School graduation maybe invite new superintendent.
Workshop John Stark working on organizing the shop, maintenance are pleased with the upgrades, possible projects a second picnic table for school yard and balance board with Michelle and valavistics we will have to check with APRA.
Game/Art clubs parents bring in treats, Chirsty, john and MJ help supervise.
Hunter safety course is going well and we will need to plan a field day soon.
 - FY27 Budget update-Peggy – hopefully it will have minimal impact with Rural schools some cuts could be non-personnel. Will connect on water test results for January and February
KIBSD budget-clarify no school will be closed down, March 4th joint work session KOB and BOE about 20% come from borough, KIBSD is asking for full amount.
- Committee Reports if any
 - Water System-Committee members
 - Sandy has put a hold on water for Chiniak
 - No update. The focus has been on the budget
 - Facilities- Work order status (report by Peggy)

- Current work order report
- Major Projects-Storage continue to look at options
 - possible storage for will move items Adam and Peggy can help sort through items
 - Keeping ARC books for now, possible idea to send books to Philippines.
- Tsunami Trail upgrades -KIBSD maintenance push it back to KOB and people's property
 - gravel, talk with Eric who maintains our road with four wheeler to help build up trail.
- Fundraising update:
 - Current Fundraiser
 - Upcoming Fundraiser
 - Student Fund report-Peggy will report in March
- Library Committee -
- Unfinished Business:
 - Open gym options -table for next year, October time for camp/open gym clubs, clinics and opportunities will have an idea around September/October fund amount. Clubs that Peggy back off of the district schedule wrestling.
 - Continuing to recruit for committees.
 - Summer programs for Students-keep this on the agenda for next summer 2026
 - STEAM for school year 26/27
 - John Stark grant for a summer kayak build.
 - Possible online options
- Open for any items that are not on the agenda
- Next meeting date may skip March and meet at April 9th at 4pm
- Adjourn

John M. Stark

Landy Daws

JD

Christ Stark

Mary Kay Stark



Board Agenda Item

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

| | Reports of the Superintendent | Action Item | Consent Agenda | Reports, Routine Monthly | Other |
|--------------------------------------|---|-------------------------------------|--------------------------|--------------------------|--------------------------|
| Board Mtg. Date 3.23.26 RM | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Subject: | 2026-2027 Board Calendar Adoption | | | | |
| Presenter or Contact Person: | Dr. Cyndy A. Mika, Superintendent | | | | |
| Summary: | The School Board will consider the draft 2026-2027 Board Calendar which was updated according to feedback received at the March 2, 2026 work session. | | | | |
| Financial Implications: | There are no financial implications for this action. | | | | |
| Attachments: | 2026 2027 Board Calendar DRAFT - 3.2.26 Edits from WS | | | | |
| Recommendation: | The administration recommends the adoption of the 2026-2027 School Board Calendar. | | | | |
| Motion: | Move to approve the 2026-2027 Board Calendar, as submitted. | | | | |



Kodiak Island Borough School District
2026 – 2027 Board of Education Calendar
Pending Adoption by BOE on March 23, 2026

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| 28 | 29 | 30 | 31 | | | <p>July 13 Regular Meeting</p> <p>Aug 3 Work Session</p> <p>Aug 17 Regular Meeting</p> <p>Sept 7 Labor Day</p> <p>Sept 8 Work Session</p> <p>Sept 19 Board Retreat</p> <p>Sept 21 Regular Meeting</p> <p>Sept 12-13 AASB Fall Academy</p> <p>Oct 5 Work Session</p> <p>Oct 17 Board Retreat</p> <p>Oct 19 Regular Meeting</p> <p>Oct 26 Town Hall</p> <p>Nov 2 Work Session</p> <p>Nov 5-9 AASB Conference</p> <p>Nov 14 Tentative Board Training</p> <p>Nov 16 Regular Meeting</p> <p>Nov 25-27 Thanksgiving Break</p> <p>Dec 5 Board Retreat</p> <p>Dec 7 Regular Meeting</p> <p>Dec 9 Winter Reception</p> <p>Dec TBD AASB Winter Academy</p> <p>Dec 21-Jan 1 Winter Break</p> <p>Jan 4 Work Session</p> <p>Jan 9 Board Retreat</p> <p>Jan 18 Regular Meeting</p> <p>Jan 25 Town Hall</p> <p>Feb 1 Work Session</p> <p>Feb 13 Board Retreat</p> <p>Feb TBD AASB Legislative Fly-In</p> <p>Feb 15 Regular Meeting</p> <p>Mar 1 Work Session</p> <p>Mar 4 KIB Joint Work Session (Tentative)</p> <p>Mar 8-12 Spring Break</p> <p>Mar 15 Regular Meeting</p> <p>April 5 Work Session</p> <p>April 19 Regular Meeting</p> <p>May 3 Work Session</p> <p>May 5 Employee Recognition Banquet</p> <p>May 17 Regular Meeting</p> <p>May 31 Memorial Day</p> <p>June 7 Work Session</p> <p>June 21 Regular Meeting</p> | <p>January</p> <table border="0" style="width: 100%;"> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td><td>2</td></tr> <tr><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td></td></tr> <tr><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td></td></tr> <tr><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td></td></tr> <tr><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td></td></tr> <tr><td>31</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr> </table> <p>February</p> <table border="0" style="width: 100%;"> 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| 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | | | | | | | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | | 11 | 12 | 13 | 14 | 15 | 16 | 17 | | 18 | 19 | 20 | 21 | 22 | 23 | 24 | | 25 | 26 | 27 | 28 | 29 | 30 | | | | | | | | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | | 9 | 10 | 11 | 12 | 13 | 14 | 15 | | 16 | 17 | 18 | 19 | 20 | 21 | 22 | | 23 | 24 | 25 | 26 | 27 | 28 | 29 | | 30 | 31 | | | | | | | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | | | |
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| 26 | 27 | 28 | 29 | 30 | 31 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 23 | 24 | 25 | 26 | 27 | 28 | 29 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 27 | 28 | 29 | 30 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 18 | 19 | 20 | 21 | 22 | 23 | 24 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 25 | 26 | 27 | 28 | 29 | 30 | 31 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 22 | 23 | 24 | 25 | 26 | 27 | 28 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 27 | 28 | 29 | 30 | 31 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 10 | 11 | 12 | 13 | 14 | 15 | 16 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 31 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 14 | 15 | 16 | 17 | 18 | 19 | 20 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 28 | 29 | 30 | 31 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 4 | 5 | 6 | 7 | 8 | 9 | 10 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 25 | 26 | 27 | 28 | 29 | 30 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 2 | 3 | 4 | 5 | 6 | 7 | 8 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 30 | 31 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | 1 | 2 | 3 | 4 | 5 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 27 | 28 | 29 | 30 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |



Board Agenda Item

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

| Board Mtg. Date 03.23.2026 RM | Reports of the Superintendent | Action Item | Consent Agenda | Reports, Routine Monthly | Other |
|-------------------------------------|--|-------------|----------------|--------------------------|-------|
| Subject: | AKHIOK SCHOOL PRESENTATION | | | | |
| Presenter or Contact Person: | Joecio Estrada, Head Teacher | | | | |
| Summary: | Head Teacher, Joecio Estrada, will share about Akhok's school program. | | | | |
| Financial Implications: | No financial implications. | | | | |
| Attachments: | Akhiok School Presentation Slides | | | | |
| Recommendation: | No recommendation is necessary. | | | | |
| Motion: | No motion is necessary. | | | | |

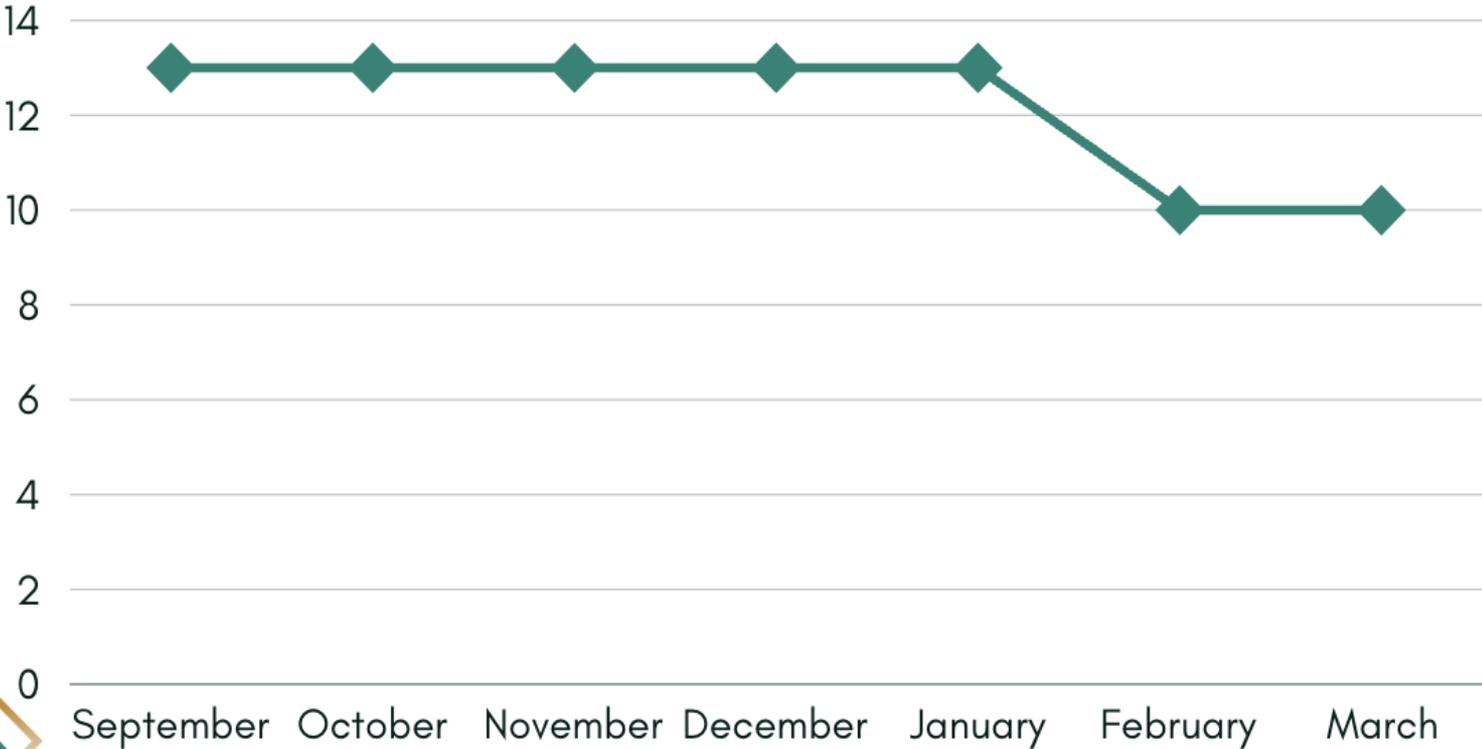


Akhiok School Board Report

September 2025 – March 2026

AKHIOK SCHOOL ENROLMENT OVERVIEW

2025-2026



Akhiok School Team

Teachers:

Joecio Estrada - Secondary Level

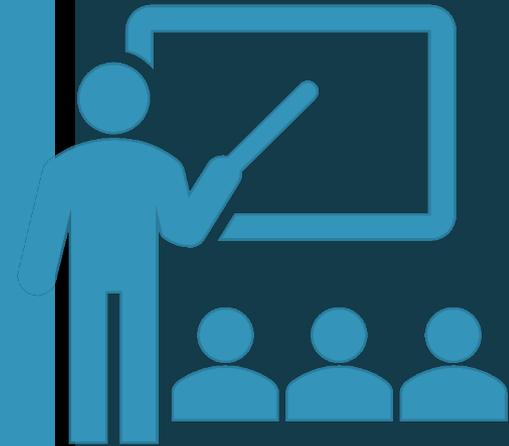
Regine Estrada - Elementary Level

School Staff:

Marcella Amodo-White – Teacher Aide II / Cafeteria Manager

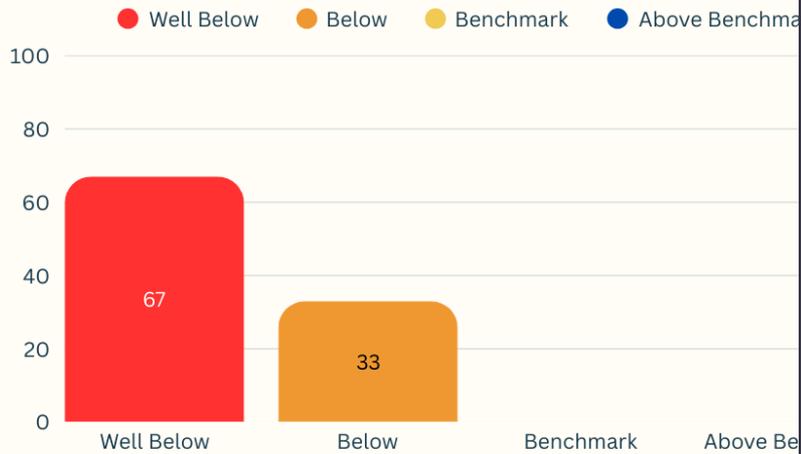
Jazmine Amodo-White - Teacher Aide II

Dylan Peterson – Custodian / Dayman

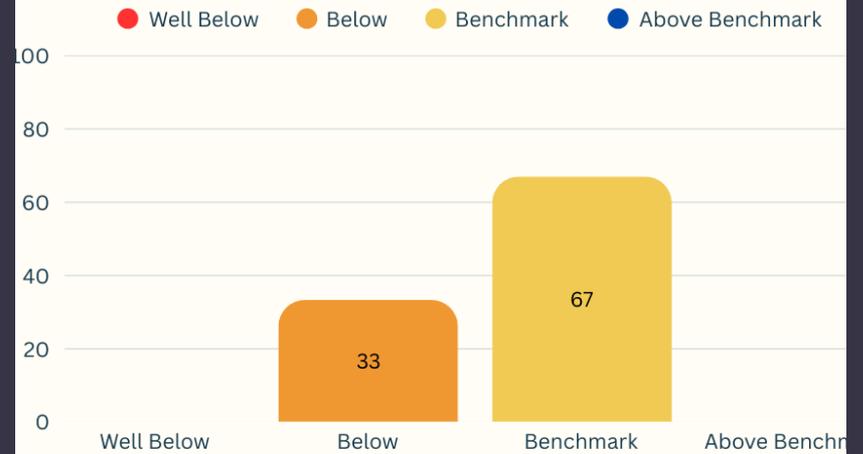


Amplify and Map Scores

AMPLIFY MATH K-2 BOY

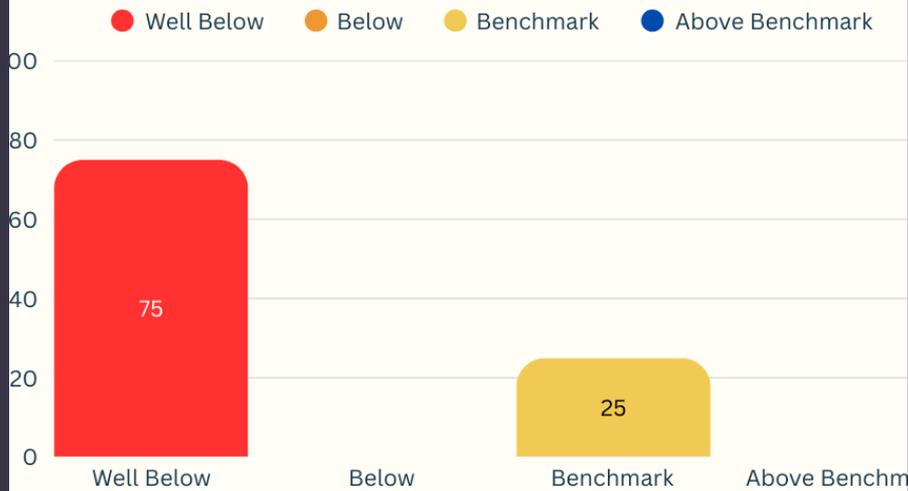


AMPLIFY MATH K-2 MOY

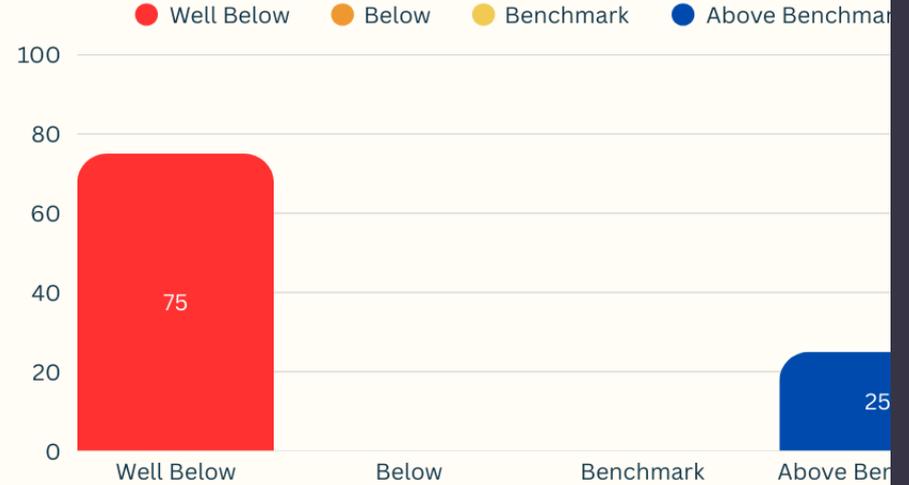


K-2 Amplify Math BOY and MOY

AMPLIFY READING K-3 BOY

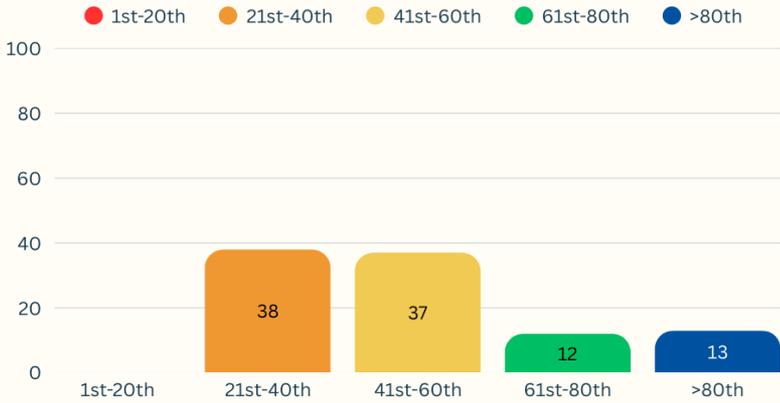


AMPLIFY READING K-3 MOY

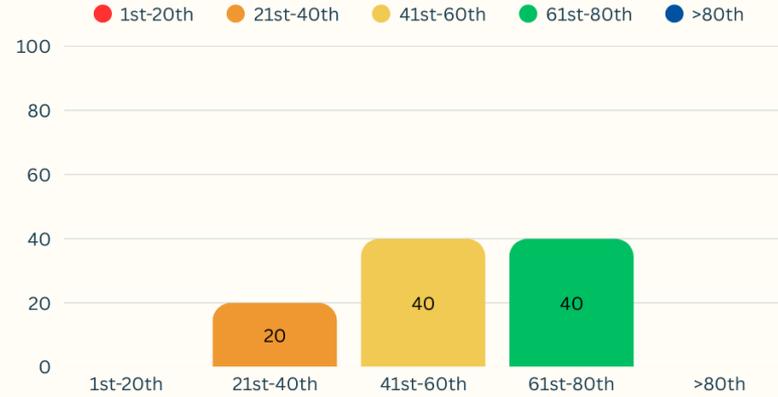


K- 3 Amplify Reading BOY and MOY

MAP MATH 3-12 BOY

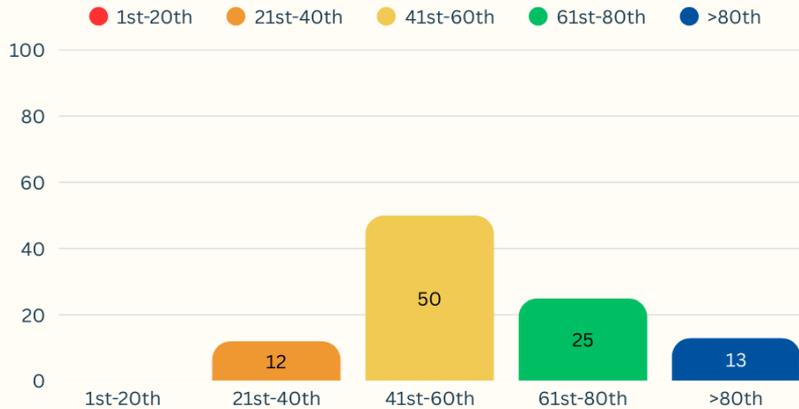


MAP MATH 3-12 MOY

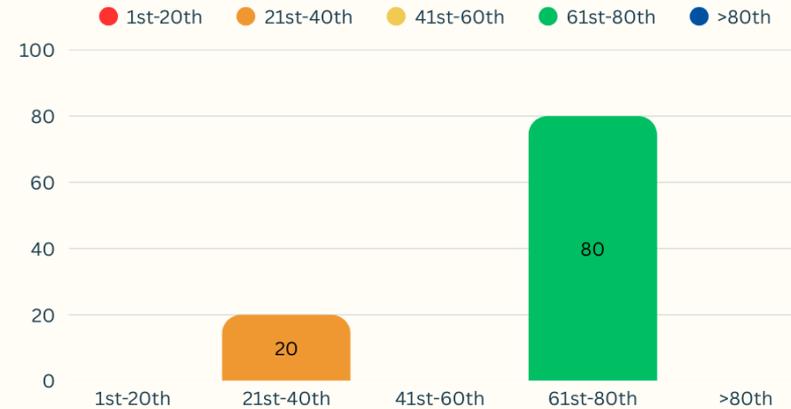


Grade 3-11 MAP Math BOY and MOY

MAP READING 3-12 BOY

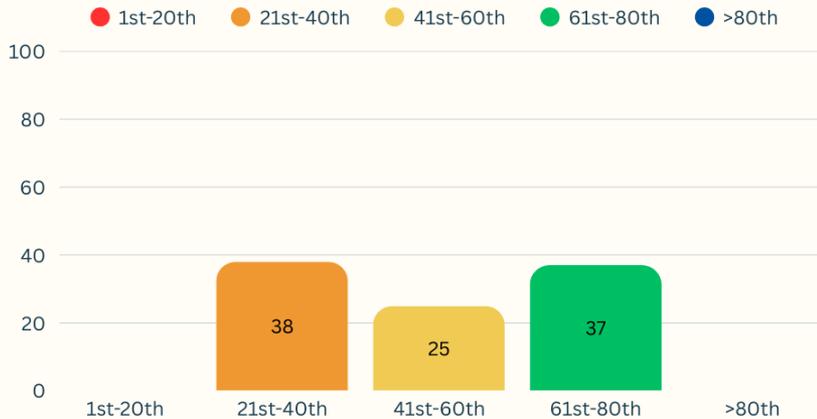


MAP READING 3-12 MOY

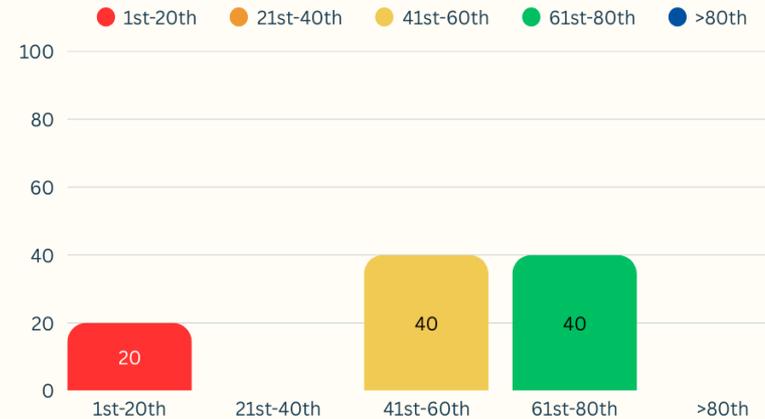


Grade 3-11 MAP Reading BOY and MOY

MAP LANGUAGE 3-12 BOY



MAP LANGUAGE 3-12 MOY



Grade 3-11 MAP Language BOY and MOY

Instructional
Highlights



Sports
Engagement

Instructional Highlights



Sports
Engagement

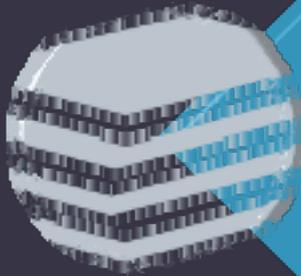


Math and
Reading
Intervention

Instructional Highlights



Sports
Engagement



Math and
Reading
Intervention

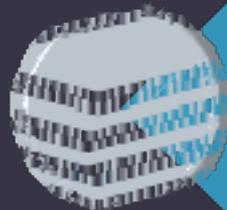


Hydroponics

Instructional Highlights



Sports
Engagement



Math and Reading
Intervention



Hydroponics



Automotive

Instructional Highlights



Sports Engagement



Math and Reading Intervention



Hydroponics



Automotive

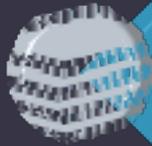


Schoolology
Implementation

Instructional Highlights



Sports Engagement



Math and Reading Intervention



Hydroponics



Automotive



Schoolology Implementation



Typing

Social
Emotional
Learning



Daily Morning Meetings



Social Emotional Learning



Daily Morning Meetings



Counselor On-site and Virtual
Check-ins



Social Emotional Learning



Daily Morning Meetings



Counselor On-site and Virtual
Check-ins



Journal Writing

Community & Family Support

- KANA Cultural Workshops

- Parent Involvement and Volunteers

- Hydroponics in the Classroom

- Coat Donations

Community & Family Support

- KANA Cultural Workshops

- Parent Involvement and Volunteers

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Community & Family Support

- KANA Cultural Workshops

- Parent Involvement and Volunteers

- Hydroponics in the Classroom

- Donations

Volunteers of the Year

Jazmine Amodo – White



Glyndaril White



Honoring Our Outstanding Students

Speridon Simeonoff

Juliana Amodo – White



Quyanaa
for all your
support!





Board Agenda Item

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

| Board Mtg. Date 3.23.26 RM | Reports of the Superintendent <input type="checkbox"/> | Action Item <input checked="" type="checkbox"/> | Consent Agenda <input type="checkbox"/> | Reports, Routine Monthly <input type="checkbox"/> | Other <input type="checkbox"/> |
|-------------------------------------|---|--|--|--|-----------------------------------|
| Subject: | Request to Retire Jersey Number #3 in Honor of Devin Sharratt | | | | |
| Presenter or Contact Person: | Dr. Cyndy A. Mika, Superintendent | | | | |
| Summary: | Administration received a letter to the school board requesting the retirement of jersey #3. This is being brought before the Board of consideration. | | | | |
| Financial Implications: | There are no financial implications for this action. | | | | |
| Attachments: | Letter to the School Board | | | | |
| Recommendation: | Administration is bringing the item before the Board for consideration. | | | | |
| Motion: | Move to retire jersey #3 in honor of Devin Sharratt. | | | | |

Ryan Sharratt
Kodiak, Alaska
907.942.5544
Ryan@nwffenviro.com

March 9, 2026

Kodiak Island Borough School District
Board of Education
722 Mill Bay Road
Kodiak, Alaska 99615

Subject: Request to Retire Jersey Number #3 in Honor of Devin Sharratt

Dear Members of the Kodiak Island Borough School District Board of Education,

I am writing to respectfully request the School Board's consideration to formally retire jersey number **#3** from the Kodiak High School baseball program in honor of my son, **Devin Sharratt**.

Devin was born and raised in Kodiak and was deeply connected to our community. Like many young people in Kodiak, he found a sense of belonging and purpose through athletics. Baseball in particular was central to Devin's life. He dedicated countless hours to the sport, not only developing his own skills but also encouraging and mentoring younger players. Devin embraced the role of teammate, leader, and friend, always demonstrating patience, kindness, and a genuine love for the game.

For Devin, wearing number **#3** represented far more than a jersey. It symbolized teamwork, commitment, and the opportunity to be part of something larger than himself. He took great pride in representing his team and his community on the field.

Tragically, Devin passed away on September 1, 2025. While our family continues to carry the weight of that loss, we also remain committed to ensuring Devin's legacy reflects the values he lived by: kindness, inclusion, mentorship, and dedication to others.

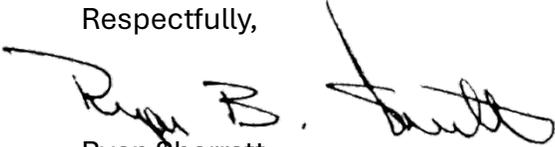
Retiring jersey number **#3** within the Kodiak High School baseball program would serve as a lasting tribute to Devin's impact on those around him. It would also stand as a reminder to future athletes of the importance of leadership, compassion, and supporting one another both on and off the field.

Our hope is that Devin's story can also help encourage conversations about the importance of mental health and supporting young people as they navigate the challenges of growing up in today's world.

We understand that retiring a jersey is a significant honor and decision for the school district. Our family respectfully asks the Board to consider this request as a way to celebrate a young member of our community who loved Kodiak, loved baseball, and believed deeply in lifting others up.

Thank you for your time, your service to our community, and your thoughtful consideration of this request.

Respectfully,



Ryan Sharratt
On behalf of the Sharratt Family





Board Agenda Item

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

Board Mtg. Date
03/23/2026 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:

**KODIAK BOROUGH EDUCATION ASSOCIATION
COLLECTIVE BARGAINING AGREEMENT
RATIFICATION**

**Presenter or
Contact Person:**

Dr. Cyndy A. Mika, Superintendent

Summary:

The Kodiak Borough Education Association (KBEA) ratified the 2026-2029 Collective Bargaining Agreement (CBA) on February 19, 2026. The Administration recommends the Board approve the KBEA 2026-2029 CBA which was negotiated during Interest Based Bargaining this winter.

**Financial
Implications:**

There is no financial impact to the current budget. There are financial impacts to the FY27 - FY29 Budgets with the economic items.

Attachments:

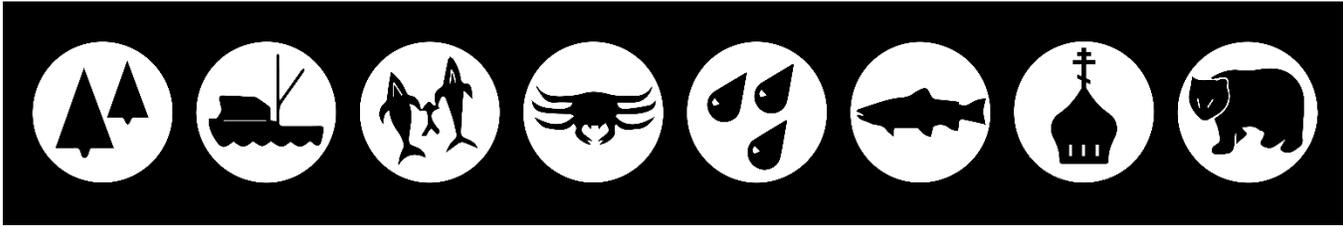
KBEA Redlined 2026-2029 CBA
KBEA Final 2026-2029 CBA

Recommendation:

The Administration recommends the Board approve the KBEA 2026-2029 CBA as submitted

Motion:

I move the Board approve the KBEA 2026-2029 CBA, as submitted.



**KODIAK ISLAND BOROUGH SCHOOL DISTRICT
AND
KODIAK BOROUGH EDUCATION ASSOCIATION**

2026-2027

2027-2028

2028-2029

TENTATIVE AGREEMENT REACHED

FEBRUARY 19, 2026

BOARD OF EDUCATION RATIFIED

March 23, 2026

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100 CONTRACT CONDITIONS

105 PREAMBLE

This agreement made and entered into this 23 day of March, 2026, by and between the Board of Education of the Kodiak Island Borough School District (hereinafter referred to as the “Board”) Party of the First Part, and the Kodiak Borough Education Association (hereinafter referred to as the “Association”). The Board and the Association agree to the following:

110 RECOGNITION

The Board of Education recognizes the Association, Kodiak Borough Education Association, which is a local affiliate of NEA-Alaska and NEA, as provided in AS 23.40.070 as the sole and exclusive bargaining representative for certificated District employees, excluding the Superintendent, administrative personnel, and substitutes. This shall include all full- and part-time employees.

112 DEFINITIONS

Association – the Kodiak Borough Education Association (KBEA), and/or NEA-Alaska as recognized in Item 110: RECOGNITION.

Association Representative – the President of KBEA or designee(s) including but not limited to: officers, executive board members, elected or appointed members who represent the Association at the various work sites throughout the District, and affiliated association staff.

Bargaining Unit- all certificated, non-supervisory employees, as established in Item 110: RECOGNITION

Bargaining Unit Work – work that normally is, or could be, performed by bargaining unit members

Basic Living Expenses- the cost of basic food, shelter, and any other expenses of a domestic partner. The individuals need not contribute equally or jointly to the cost of these expenses as long as they agree that both are responsible for the cost.

Certificated Employee – an educator holding a valid teaching certificate issued by the Department of Education & Early Development (DEED), authorizing them to teach in public schools

Day – calendar day, unless specified otherwise

District – Kodiak Island Borough School District

Domestic Partners - defined as District employees who have a Domestic Partnership Affidavit on file to state that as domestic partners they:

- 1) Currently share the same regular and permanent residence, and
- 2) have a close personal relationship, and
- 3) are jointly responsible for “basic living expenses” as defined above, and
- 4) are not married to anyone, and
- 5) are each eighteen (18) years of age or older, and
- 6) are not related by blood closer that would bar marriage in the State of Alaska, and
- 7) are mentally competent to consent to contract when their domestic partnership began, and are each other’s sole domestic partner and are responsible for each other’s common welfare.

Employee - shall refer to all employees in the bargaining unit represented by KBEA

Employee Self-Directed Work Time (ESDWT) -contracted work time during which an employee determines the professional tasks to be performed without direct assignment, supervision of students, or required meetings apart from meetings that require the legal participation of the employee (e.g., Special Education, 504, GT) and/or safety-related critical incident response meetings

In-Service Day – required professional development provided to employees during the school year or on designated professional development days

112 DEFINITIONS (cont'd)

Seniority – an employee's length of continuous service in years, months, and days with the District

Subcontract – assignment of bargaining unit work, in whole or in part, to vendors

Superintendent – the Superintendent of the District, or designee(s)
Superintendent's Cabinet - Term refers to District-level administration who meet regularly with the Superintendent for District-level decision making and advising.

Reassignment- a change in an employee's assignment within the same school

Rural Schools Employees – worksites including Akhiok, Chiniak, Old Harbor, Ouzinkie, and Port Lions

Remote Work – an employee who performs their assigned duties from a location that is not a Kodiak Island Borough School District worksite. This includes employees whose primary residence is located outside Kodiak Island as well as employees who reside on Kodiak Island but perform their duties from a non-District location.

Transfer – a change in an employee's assignment between sites, or within a site at the Superintendent's discretion

Unit Administrator – the administrative head of each building, usually a principal. For rural schools, the unit administrator shall be defined as the administrator in charge of the rural schools. A unit administrator can also be a department level director who supervises and evaluates.

Vacancies – open or unfilled positions or roles that are available to be filled

Workday – an employee's contracted hours, exclusive of the thirty (30) minute duty-free lunch period and assigned or contracted extra-duty

115 ASSOCIATIONS RIGHTS AND RESPONSIBILITIES

I. RIGHT TO JOIN OR NOT TO JOIN

- A. Employees shall have the right to form, join or assist professional employees' organizations, and to participate in professional negotiations with the Board of Education through representatives of the Association or to refrain from any of these rights.
- B. There shall be no reprisals of any kind taken by the Association or members thereof or by administration taken against any party of interest or their representative, or any other participant in the negotiations procedure, by reason of such participation. Formal evaluation documents will not reflect participation or non-participation in professional employees' organization activities.

II. CONTRACTUAL OBLIGATIONS

- A. The Association agrees that during the life of this agreement, its agents or its bargaining unit members will not authorize or engage in any work stoppage or strike against the District. The District agrees that, during the life of this agreement, there will be no lockout.

III. USE OF FACILITIES, SYSTEMS, AND BULLETIN BOARDS

- A. Requests for access by Association representatives to facilities for the purpose of conducting Association business will be granted by the Superintendent at no charge provided that no interference with the instructional program or additional costs would be occasioned by the granting of such requests.
- B. Duly authorized representatives of the Association shall have the right to post notices on bulletin boards provided in school buildings for that purpose and shall have the use of the faculty mailboxes and email accounts for communications relative to negotiations, notices of the Association's meetings or elections, results of elections or appointment of officers, and notices of social, educational and/or recreational activities, provided that no interference with the instructional program would be occasioned.

IV. ASSOCIATION MEETINGS

- A. Upon request of the Association President, all employees shall be authorized the use of up to fifteen (15) minutes of contracted duty time every month for the purpose of holding meetings. Any employee not in attendance shall be expected to remain at their normal duty station for the remainder of the duty day. The Board of Education and Superintendent are welcome to attend meetings held during contracted duty time, but the Association reserves the right to exclude non-members from certain business portions of the meetings.

V. EMPLOYER INFORMATION

- A. The Board of Education agrees to make available to the Association, at the Superintendent's office, a copy of all material that is not specified as confidential by the

115 ASSOCIATIONS RIGHTS AND RESPONSIBILITIES (cont'd)

Superintendent which is prepared for the Board of Education prior to all regular or special sessions.

VI. ASSOCIATION MEMBERSHIP DUES

- A. The Association will advise the District of the amount of the Association membership dues by September 1 of each school year.
- B. The District will send the Association President the bargaining unit list including name, work site, work email address, and member status by September 15, December 15, and April 15.
- C. For each employee who affirmatively consents to deduction of Association Membership dues, the District shall deduct an amount equal to the Association membership dues from the paychecks of each employee, commencing with the first paycheck in November or within 30 days of the employee's initial employment date (whichever occurs later), and ending no later than April 23. Such deductions will be in equal amounts and immediately transmitted to the Association.
- D. With each transmittal, the District will furnish the Association with a list showing the names of all employees from whose salary membership dues have been deducted and the amount deducted from each employee.
- E. The District agrees to notify the Association electronically within ten (10) days of receipt of any written objection regarding any claim, demand, suit, or other for of liability regarding implementation of the provisions of this article.
- F. Upon issuance and transmission of membership dues payments to the Association, the District's responsibility and liability shall cease with respect to deductions covered thereby. The Association hereby undertakes and agrees to indemnify, defend, and hold harmless the Board of Education, the School District, administration, officers, agents and employees from all claims, demands, suits, grievances, or other forms of liability that may arise against or on account of any deductions made from the wages of such employee.
- G. Association dues shall be deducted without cost to the employee or Association.
- H. Should an employee choose to terminate their membership or stop dues deductions, they shall notify payroll and the Association.
- I. Association membership is from September 1 through August 31 and is continuous from year-to-year unless terminated by the employee.

116 BOARD OF EDUCATION RESPONSIBILITIES

The Board of Education, acting on behalf of the electorate of the Kodiak Island Borough School District, retains and reserves all powers, rights, authority, duties, responsibilities conferred upon and vested in it by the regulations of the State Board of Education, Alaska state Statutes, the Constitution of the State of Alaska, and the United States. The Board of Education will execute policy in accordance with such statutes and the Association recognizes that the Board of Education has full legal responsibility and authority pursuant to Title 14.

117 EXCHANGE OF INFORMATION

- I. Upon reasonable request through the Superintendent's Office or the KBEA President, the parties shall provide each other with available information regarding items introduced or to be introduced at the negotiation table.
- II. A list of authorized association representatives shall be provided to the Superintendent each year by the Association by September 15.

120 NONDISCRIMINATION

The Board of Education agrees not to discriminate against an employee for representing the Association in any lawful capacity provided such activities are not carried on so as to interfere with the normal work process.

The Board of Education and the Association agree that this agreement shall be applied without regard to sex, race, color, religion, national origin, ancestry, sexual orientation, gender identity, marital or partnership status, changes in marital or partnership status, pregnancy, parenthood, physical or mental disability, veteran status, genetic information, or any other legally protected classification except as provided by law.

125 EFFECT OF AGREEMENT

I. Complete Agreement

It is agreed that this document contains the full and complete agreement on all bargained issues between the parties hereto and for all whose benefit this agreement is made, unless both parties mutually agree to amend in writing the terms and conditions contained herein.

II. Conformity to Law

If any article of this agreement is held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any article is restrained by such tribunal, the remainder of this agreement shall not be affected thereby. The parties agree that any portions of this agreement rendered invalid by operation of law or by any tribunal of competent jurisdiction will be automatically amended to comply with the law or tribunal ruling.

130 COMPILATION OF AGREEMENT

- I. A final report of the agreement shall be compiled by the administration and presented to the Association for review and agreement on format. The District will post an updated copy on the District website within thirty (30) days of final Board of Education approval. The Association shall provide one printed copy for each work site.
- II. It shall be the responsibility of the Association to disseminate the agreement to its membership.
- III. The Association will be granted one (1) hour at the beginning of the year new employee In-service, excluding the lunch break, for the purpose of sharing the Agreement and information about the Association. The District shall provide a list of new employees to the Association at least ten (10) days in advance of any new employee orientations.
- IV. Upon request, the administration will give the Association a list of new employees prior to New Teacher In-service.

135 CONTINUATION OF ITEMS

- I. The following items as written in this agreement shall remain in effect after the termination of this agreement. Each item will remain in effect until a new agreement is reached unless there is a work action (disruption of the teaching process) or work stoppage by the Association or member(s) thereof; the items listed below would be discontinued (for the period of the action) for those employees who participate in such action.
 1. All payroll and approved payroll deductions
 2. Rural travel reimbursement
 3. All employee insurance plans
 4. Mileage reimbursement
 5. All leave provisions
 6. Sick leave bank
 7. Grievance procedure
 8. Added duty pay
 9. Tuition reimbursement for approved courses
 10. Employee lay-off procedure
 11. Procedure for advancement on the salary schedule
 12. Rural rent
- II. All other items will be terminated if either of the parties terminate the negotiated agreement.

140 DURATION OF AGREEMENT

This agreement shall be effective as of July 1, 2026 and shall continue from year to year thereafter unless either party serves notice to the other party of interest their intention to delete, add to, alter, or amend on June 30, 2029. Such notice must be given prior to November 3, 2028. Upon completion of negotiations, those agreed-to items and articles shall be incorporated into the new agreement.

Upon giving such notice, a joint conference shall be arranged by January 25 of that school year for the requested negotiations.

Agreed upon this 23 day of March, 2026.

Kodiak Borough Education Association

Kodiak Island Borough School District
Board of Education

200 NEGOTIATIONS AND GRIEVANCE PROCEDURES

205 NEGOTIATIONS PROCEDURE

I. Meetings and Use of Consultants

- A. The negotiating meetings may be held in closed session upon mutual agreement by both parties, but all final agreements shall be made at a public meeting of the Board of Education. The first meeting will be held in closed session. The ground rules will be developed and signed-off prior to the beginning of formal negotiations. During this first meeting the Association and the District will designate team members and spokespersons for the pending period of formal negotiations. Also, at this time, each party will submit a listing (table of contents) of each item it wishes to place in the new agreement. No item will be the proper subject for negotiations unless contained in either list. Each item listed will be classified according to one of the following categories: a) unchanged, b) changed, c) deleted, or d) new. During the course of this meeting, any items from the respective lists found to be unchanged by both parties or deleted by both parties, shall be signed off by the respective spokespersons from each party. The signed-off item(s) will then represent tentative agreements to be included in the new agreement. During this initial negotiation meeting the parties will submit their proposals that set forth the modifications, additions, or deletions to be negotiated.
- B. Consultants may be called upon by either party and utilized on the negotiation of any matter being considered by the negotiation committee. The party employing such consultants shall give notice of their intent to use such consultants in the meeting prior to their use. Consultants shall present only factual information. Costs and expenses resulting from the use of such consultants shall be borne by the party engaging their services.

II. Negotiating Team

- A. No more than five (5) designated representatives of the District will meet with no more than five (5) representatives of the Association for purposes of negotiations. All negotiations shall take place exclusively between the designated representatives of the parties. Administrative leave will be allotted to the designated negotiating team for negotiations held during school time.
- B. The District and Association agree to participate in “good faith” negotiations.
- C. The Association and the District agree that matters pertaining to the employment of the employees and to the fulfillment of their professional duties shall be considered proper items for negotiations.
- D. During negotiations each KBEA member on the team will be given fifteen (15) days of Administrative Negotiations Leave at no cost to the Association or employee (e.g., five (5) members given fifteen (15) days each = seventy five (75) total days.
 - i. The leave amount can be adjusted by mutual agreement.

205 NEGOTIATIONS PROCEDURE (cont'd)

- ii. If negotiations go over the need for fifteen (15) collective days, KBEA team members will be able to use KBEA Association Leave.
- iii. If additional days are needed in excess of the KBEA Association Leave, KBEA will reimburse the District two hundred and fifty (\$250) per day per substitute needed.

III. Collaborative Negotiation Option

As outlined in item 140, if either party to this agreement serves notice to the other party of interest their intention to delete, add to, alter, or amend this agreement the parties agree to discuss the format and the negotiation procedure.

By mutual agreement the parties may engage in collaborative models and allow an Officer of KBEA, a member of the Superintendent's Cabinet, and/or member of the Board of Education to observe.

IV. The Agreement

- A. When agreement is reached between the negotiation teams on all proposals, the proposed agreement shall be reduced to writing and submitted and recommended first to the Association for ratification within thirty (30) days. After ratification by the Association, the agreement shall be recommended to the Board of Education. The Board of Education will take action at its next regular or special meeting. Upon approval and necessary action by the Board of Education or its authorized agents, the terms of the agreement shall be implemented.
- B. Negotiations may be requested by either party prior to November 1 of the school year in which the contract may be terminated. The first negotiations meeting shall be arranged and held after January 1 but no later than January 25 of the same school year. Meetings shall be held as necessary at times and places agreed upon by the parties.
- C. Requests for meetings from the Association will be made directly through the Superintendent to the Board of Education President or their representative. Requests for meetings from the Board of Education President or their representative shall be transmitted through the Superintendent to the Association President. Negotiations shall be conducted between the first meeting in January and March 15. It is agreed that the first negotiations meeting cannot be held after January 25 without the concurrence of both parties.

V. Resolving Differences

In the case an agreement has not been reached in negotiations by March 15, the parties shall follow the impasse procedure. The March 15 deadline can be extended by mutual agreement.

210 IMPASSE PROCEDURE

- I. Upon the written request for mediation by the Association or the District, and upon certification by the requesting party that good faith negotiations have reached an impasse, the following occurs:
 - A. Within seven (7) days of the certification, the requesting party shall ask the United States Federal Mediation and Conciliation Service to serve as the agency to resolve the dispute. In the event the Federal Mediation and Conciliation Service implements charges for the services of the federal mediator, charges for such mediator would be borne equally by both parties.
 - B. The mediator shall chair all mediation meetings between the disputing parties and attempt to resolve the differences between the disputing parties and reach common acceptance of terms and conditions or other items in dispute, wherever possible.
 - C. Each party to the dispute may select a team of not more than five (5) persons to present the evidence, thinking and position of the group they represent to the mediator.
- II. If the mediation meetings are held during the school day, employees representing an employee bargaining agency shall be granted administrative leave for the duration of the meetings.
- III. Should a settlement not be achieved through the mediation process, the parties shall, within a reasonable length of time, resume negotiations. If it becomes apparent that an impasse still exists, the parties will proceed to advisory arbitration as provided by applicable state law.
- IV. Upon receipt of the arbitrator's report, the parties will resume the bargaining process to attempt to reach a settlement.

220 PERSONAL GRIVANCE PROCEDURE

I. Definitions

- A. A “grievance” shall be defined as a written statement made by a grievant indicating that a controversy, dispute, or disagreement exists arising out of interpretation of, or application of the terms of this agreement.
- B. ”Grievant” shall refer to an employee as defined in Article 112: DEFINITIONS, a group of employees, or the Association that files a grievance.
- C. A “party of interest” is a person or persons who are involved with the grievance.
- D. The term “days” when used in this section shall mean contracted working school days.
- E. The “supervisor” is the unit administrator as defined in Article 112: DEFINITIONS.

II. Purpose

The primary purpose of the procedures set forth in this section is to secure, at the lowest level possible, equitable solutions to the problems of the parties. Nothing contained herein shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the administration.

III. Procedure

- A. Level One: An employee with a grievance shall present a written grievance citing the specific section of the Negotiated Agreement alleged to be in dispute to their supervisor and the Association within fifteen (15) days of when they knew or reasonably should have known of the basis for the grievance.

If the immediate supervisor is not authorized to provide a remedy, the supervisor shall immediately forward the grievance to the lowest administrative level that could provide remedy.

Within ten (10) working days of receipt of the written grievance, the supervisor or appropriate lowest level administrator shall make their decision with reasons known to the employee, in writing, otherwise, the grievance proceeds to Level Two.

- B. Level Two: Within ten (10) days after a letter is received from their supervisor or if no decision is received within ten (10) working days, the employee shall submit a written statement of grievance to the Superintendent. Within ten (10) days after the Superintendent receives the written grievance, the Superintendent, and any necessary administrators, shall meet with the grievant(s) and the grievant’s representative regarding the grievance. The Level Two hearings shall be on the record. Within ten (10) days of the completion of the meeting the Superintendent shall render a decision in writing.

220 PERSONAL GRIEVANCE PROCEDURES (cont'd)

- C. Level Three: If the grievance is not resolved at Level Two, it may be appealed to the Board of Education. This appeal shall be filed in writing within five (5) days following the rendering of the decision at Level Two.

A subcommittee of two (2) members of the Board of Education shall meet with the grievant(s) and representatives of the Association and three (3) representatives of the administration to hear the grievance within ten (10) days after the appeal is filed. The Level Three meeting will be on the record. The Board of Education subcommittee shall render a decision on the grievance within ten (10) days after the meeting.

No statement shall be available to the public prior to the final resolution of the grievance. Dismissal and nonretention actions are subject to statutory hearings which afford the employee due process. Therefore, those grievances shall terminate with such a hearing before the Board of Education.

- D. Level Four: If the grievance is not resolved at Level Three, then within twenty (20) days the Association may submit the grievance to the American Arbitration Association (AAA) for binding arbitration.

The parties shall use the ranking system. The arbitrator shall not have the authority to alter, add to, or subtract from the terms of the agreement. A written decision may be requested by

mutual agreement. The decision reached by the arbitrator shall be final and binding on both parties.

IV. Miscellaneous

- A. During the pendency of any proceedings and until a final determination has been reached, all proceedings shall be private and any preliminary disposition will not be made public without consent of all parties.
- B. At all levels of a grievance after it has been formally presented, at least one member of the Association shall accompany the grievant(s) to any meeting, hearing, appeal, or other proceedings required to process the grievance.
- C. With mutual agreement, meetings may be held virtually.
- D. An employee may present their grievance within the terms of this grievance procedure and have such grievance adjusted without interruption of the Association provided such adjustment is not inconsistent with the terms of this agreement.
- E. There shall be no reprisals of any kind by the administration or the Association or members thereof taken against any party of interest or their representative, or any other participant in the procedure set forth herein by reason of such participation.

220 PERSONAL GRIEVANCE PROCEDURES (cont'd)

- F. Time limits specified by this agreement may be extended by mutual agreement. In the event that timelines after Level One are not extended by mutual agreement and the grievant fails to meet the timelines, the grievance shall be dropped. If the administration does not meet timelines, the grievance shall proceed to the next level.
- G. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the permanent files of the participants and shall not be a part of the employee's permanent record.
- H. Decisions rendered at all levels of the grievance procedure will be in writing setting forth the decision and the reasons therefore and will be transmitted promptly to all parties of interest.
- I. The remedy available to any employee for any grievance will be pursuant to the grievance procedure, provided, however, that if an employee elects to pursue any legal or statutory remedy for any grievance, such elections will bar any further subsequent proceedings for relief under the provisions of the agreement.
- J. Expenses of the arbitrator and all other expenses of the arbitration proceedings other than those incurred by each party in the presentation of its own case, shall be borne equally by the parties involved.

300 SALARY SCHEDULE AND FINANCIAL BENEFITS

305 SALARY

FY27:

FY27 Effective July 1, 2026, the District shall add two percent (2%) per cell to the 2025-2026 pay scale.

FY27 the District shall pay all full-time certificated employees who have signed a contract for the 2026-2027 school year one thousand dollars (\$1000), subject to withholding, one-time non-recurring payment as a returning stipend on the June 8, 2026 paycheck. For less than full time, the stipend will be prorated by FTE. A certificated employee who breaks the contract will be subject to paying back the one-time non-recurring payment of one thousand dollars (\$1000) to the District. (This will be accomplished via an MOU with the Association upon ratification.)

FY28:

FY28 Effective July 1, 2027, the District shall add one percent (1%) to the 2026-2027 pay scale.

FY28 the District shall pay all full-time certificated employees who have signed a contract for the 2027-2028 school year one thousand dollars (\$1000), subject to withholding, one-time non-recurring payment as a returning stipend on the June 8, 2027 paycheck. For less than full time, the stipend will be prorated by FTE. A certificated employee who breaks the contract will be subject to paying back the one-time non-recurring payment of one thousand dollars (\$1000) to the District.

FY29:

FY29 Effective July 1, 2028, the District shall add one percent (1%) to the 2027-2028 pay scale.

FY29 the District shall pay all full-time certificated employees who have signed a contract for the 2028-2029 school year one thousand dollars (\$1000), subject to withholding, one-time non-recurring payment as a returning stipend on the June 8, 2028 paycheck. For less than full time, the stipend will be prorated by FTE. A certificated employee who breaks the contract will be subject to paying back the one-time non-recurring payment of one thousand dollars (\$1000) to the District.

Base Student Allocation Increase Provision:

The FY27 baseline of the Base Student Allocation (BSA) is six thousand six hundred and sixty six dollars (\$6660). The following will apply with any additional BSA increase. This provision applies only for the duration of this agreement and will be sunset on June 30, 2029.

Over the course of this agreement, if the legislation increases the BSA above the established baseline of six thousand six hundred and sixty six dollars (\$6660) for every seven hundred and fifty thousand dollars (\$750,000) increase in revenue there will be 0.5% added to the FY27 pay scale up to BSA amount of seven thousand six hundred and sixty dollars (\$7660). This increase will not compound but be based on the FY27 pay scale. Salary schedules will be adjusted based on the percentage increase.

305 SALARY (cont'd)

Additional salary:

For the duration of this agreement, the following employee positions will be paid additionally as indicated below:

- A. Rural Employee (off the road system):
Five Percent (5%) of the base salary
- B. Special Education Teacher:
Eight Percent (8%) of the base salary
- C. 504 Case Manager:
Five Percent (5%) of the base salary
- D. Occupational Therapist, Physical Therapist, Speech Pathologist, School Psychologist:
Year 1 KIBSD Eight Percent (8%) of the base salary
Year 2 KIBSD Eight Percent (8%) of the base salary
Year 3 KIBSD Ten Percent (10%) of the base salary
Year 4+ KIBSD Fourteen Percent (14%) of the base salary

For less than full-time position, additional salaries and stipends will be prorated by FTE.

New Hire Moving Allowance:

The District may provide, at its discretion, a one-time non-recurring moving allowance to new hires in an amount not to exceed six thousand dollars (\$6000).

310 INITIAL PLACEMENT ON SALARY SCHEDULE

The District shall allow salary credit for teaching experience on an unlimited year for year basis.

This item applies to employees hired after the effective date of this agreement. It is not retroactive and does not result in automatic adjustment of previously established salary placements for employees hired prior to the 2026-2027 school year.

Type M Certification:

1. A newly hired employee with a type M certification will be placed on the salary schedule at BA-0 step-0. They will be allowed up to five (5) years of work experience in a field commensurate with the employee's teaching assignment as determined by the Superintendent.
2. Horizontal movement on the salary schedule, at the Superintendent's discretion, will be allowed for district-approved courses directly related to vocational skills taught or for education-related studies.
3. District employees on a Type M certification may acquire tenure. However, the limited scope of that certification means that an employee's assignment is dependent on budgetary constraints. The District encourages and supports employees with Type M certification to pursue a Type T teaching certification as soon as possible, to allow for maximum flexibility of assignment.

315 SALARY SCHEDULE 2026-2027, 2027-2028, 2028-2029

KIBSD FY27 SALARY SCHEDULE WITH INDEX

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|---------|-------|-------------|-------|-------------|-------|--------------|-------|---------------|-------|-------------|-------|--------------|
| STEP 0 | 1.00 | \$58,344.00 | 1.03 | \$59,844.59 | 1.07 | \$62,382.17 | 1.13 | \$65,935.86 | 1.19 | \$69,490.63 | 1.23 | \$72,028.21 |
| STEP 1 | 1.03 | \$60,352.11 | 1.08 | \$62,889.69 | 1.14 | \$66,443.38 | 1.19 | \$69,490.63 | 1.24 | \$72,535.73 | 1.30 | \$76,089.41 |
| STEP 2 | 1.08 | \$62,889.69 | 1.14 | \$66,443.38 | 1.20 | \$69,998.15 | 1.24 | \$72,535.73 | 1.30 | \$76,089.41 | 1.37 | \$79,644.18 |
| STEP 3 | 1.14 | \$66,443.38 | 1.20 | \$69,998.15 | 1.24 | \$72,535.73 | 1.30 | \$76,089.41 | 1.36 | \$79,136.67 | 1.42 | \$82,690.36 |
| STEP 4 | 1.19 | \$69,490.63 | 1.24 | \$72,535.73 | 1.30 | \$75,581.90 | 1.36 | \$79,136.67 | 1.40 | \$81,674.25 | 1.48 | \$86,244.05 |
| STEP 5 | 1.22 | \$71,013.18 | 1.28 | \$74,567.95 | 1.34 | \$78,120.56 | 1.39 | \$81,166.73 | 1.44 | \$84,213.98 | 1.52 | \$88,782.71 |
| STEP 6 | 1.23 | \$72,028.21 | 1.31 | \$76,598.01 | 1.37 | \$80,151.70 | 1.43 | \$83,197.87 | 1.49 | \$86,751.56 | 1.56 | \$90,812.76 |
| STEP 7 | 1.23 | \$72,028.21 | 1.34 | \$78,120.56 | 1.41 | \$82,182.85 | 1.47 | \$85,736.53 | 1.52 | \$88,782.71 | 1.59 | \$92,843.91 |
| STEP 8 | 1.23 | \$72,028.21 | 1.34 | \$78,120.56 | 1.44 | \$84,213.98 | 1.50 | \$87,767.67 | 1.56 | \$90,812.76 | 1.63 | \$94,873.97 |
| STEP 9 | 1.23 | \$72,028.21 | 1.34 | \$78,120.56 | 1.48 | \$86,244.05 | 1.53 | \$89,290.22 | 1.58 | \$92,336.40 | 1.66 | \$96,906.20 |
| STEP 10 | 1.23 | \$72,028.21 | 1.34 | \$78,120.56 | 1.48 | \$86,244.05 | 1.57 | \$91,321.37 | 1.62 | \$94,367.53 | 1.69 | \$98,428.75 |
| STEP 11 | 1.23 | \$72,028.21 | 1.34 | \$78,120.56 | 1.48 | \$86,244.05 | 1.57 | \$91,321.37 | 1.65 | \$96,397.60 | 1.72 | \$100,458.80 |
| STEP 12 | 1.23 | \$72,028.21 | 1.34 | \$78,120.56 | 1.48 | \$86,244.05 | 1.57 | \$91,321.37 | 1.65 | \$96,397.60 | 1.75 | \$101,982.44 |
| STEP 13 | 1.23 | \$72,028.21 | 1.34 | \$78,120.56 | 1.48 | \$86,244.05 | 1.57 | \$91,321.37 | 1.65 | \$96,397.60 | 1.75 | \$101,982.44 |
| STEP 14 | 1.23 | \$72,028.21 | 1.34 | \$78,120.56 | 1.48 | \$86,244.05 | 1.57 | \$91,321.37 | 1.65 | \$96,397.60 | 1.75 | \$101,982.44 |
| STEP 15 | 1.23 | \$72,028.21 | 1.34 | \$78,120.56 | 1.48 | \$86,244.05 | 1.57 | \$91,321.37 | 1.65 | \$96,397.60 | 1.75 | \$101,982.44 |
| STEP 16 | 1.23 | \$72,028.21 | 1.34 | \$78,120.56 | 1.48 | \$86,244.05 | 1.57 | \$91,321.37 | 1.65 | \$96,397.60 | 1.75 | \$101,982.44 |
| STEP 17 | 1.25 | \$73,044.32 | 1.36 | \$79,136.67 | 1.50 | \$87,259.08 | 1.58 | \$92,336.40 | 1.67 | \$97,413.71 | 1.77 | \$102,998.54 |
| STEP 18 | 1.25 | \$73,044.32 | 1.36 | \$79,136.67 | 1.50 | \$87,259.08 | 1.58 | \$92,336.40 | 1.67 | \$97,413.71 | 1.77 | \$102,998.54 |
| STEP 19 | 1.25 | \$73,044.32 | 1.36 | \$79,136.67 | 1.50 | \$87,259.08 | 1.58 | \$92,336.40 | 1.67 | \$97,413.71 | 1.77 | \$102,998.54 |
| STEP 20 | 1.27 | \$74,059.35 | 1.37 | \$80,151.70 | 1.51 | \$88,275.19 | 1.60 | \$93,352.51 | 1.69 | \$98,428.75 | 1.78 | \$104,012.49 |

* Placement at the BA+54 column requires an approved integrated course of study for the 18 hours past BA+36.

** If you are placed in this column by virtue of having BA+54 and subsequently receive your MA degree, only 18 hours of approved courses are required to access the MA+36 column.

*** Placement on the MA+54 schedule requires MA plus 54 graduate semester hours with prior approval required for the 18 hours past MA+36.

**** Within a contract year an employee must work 140 days in order to receive a step for the following year.

315 SALARY SCHEDULE 2026-2027, 2027-2028, 2028-2029

KIBSD FY28 SALARY SCHEDULE WITH INDEX

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|---------|-------|-------------|-------|-------------|-------|--------------|-------|---------------|-------|-------------|-------|--------------|
| STEP 0 | 1.00 | \$58,927.44 | 1.03 | \$60,443.04 | 1.07 | \$63,005.99 | 1.13 | \$66,595.22 | 1.19 | \$70,185.54 | 1.23 | \$72,748.49 |
| STEP 1 | 1.03 | \$60,955.64 | 1.08 | \$63,518.59 | 1.14 | \$67,107.82 | 1.19 | \$70,185.54 | 1.24 | \$73,261.09 | 1.30 | \$76,850.30 |
| STEP 2 | 1.08 | \$63,518.59 | 1.14 | \$67,107.82 | 1.20 | \$70,698.13 | 1.24 | \$73,261.09 | 1.30 | \$76,850.30 | 1.37 | \$80,440.62 |
| STEP 3 | 1.14 | \$67,107.82 | 1.20 | \$70,698.13 | 1.24 | \$73,261.09 | 1.30 | \$76,850.30 | 1.36 | \$79,928.04 | 1.42 | \$83,517.26 |
| STEP 4 | 1.19 | \$70,185.54 | 1.24 | \$73,261.09 | 1.30 | \$76,337.72 | 1.36 | \$79,928.04 | 1.40 | \$82,490.99 | 1.48 | \$87,106.49 |
| STEP 5 | 1.22 | \$71,723.31 | 1.28 | \$75,313.63 | 1.34 | \$78,901.76 | 1.39 | \$81,978.40 | 1.44 | \$85,056.12 | 1.52 | \$89,670.53 |
| STEP 6 | 1.23 | \$72,748.49 | 1.31 | \$77,363.99 | 1.37 | \$80,953.22 | 1.43 | \$84,029.85 | 1.49 | \$87,619.08 | 1.56 | \$91,720.89 |
| STEP 7 | 1.23 | \$72,748.49 | 1.34 | \$78,901.76 | 1.41 | \$83,004.68 | 1.47 | \$86,593.89 | 1.52 | \$89,670.53 | 1.59 | \$93,772.35 |
| STEP 8 | 1.23 | \$72,748.49 | 1.34 | \$78,901.76 | 1.44 | \$85,056.12 | 1.50 | \$88,645.35 | 1.56 | \$91,720.89 | 1.63 | \$95,822.71 |
| STEP 9 | 1.23 | \$72,748.49 | 1.34 | \$78,901.76 | 1.48 | \$87,106.49 | 1.53 | \$90,183.12 | 1.58 | \$93,259.76 | 1.66 | \$97,875.26 |
| STEP 10 | 1.23 | \$72,748.49 | 1.34 | \$78,901.76 | 1.48 | \$87,106.49 | 1.57 | \$92,234.58 | 1.62 | \$95,311.21 | 1.69 | \$99,413.03 |
| STEP 11 | 1.23 | \$72,748.49 | 1.34 | \$78,901.76 | 1.48 | \$87,106.49 | 1.57 | \$92,234.58 | 1.65 | \$97,361.57 | 1.72 | \$101,463.39 |
| STEP 12 | 1.23 | \$72,748.49 | 1.34 | \$78,901.76 | 1.48 | \$87,106.49 | 1.57 | \$92,234.58 | 1.65 | \$97,361.57 | 1.75 | \$103,002.26 |
| STEP 13 | 1.23 | \$72,748.49 | 1.34 | \$78,901.76 | 1.48 | \$87,106.49 | 1.57 | \$92,234.58 | 1.65 | \$97,361.57 | 1.75 | \$103,002.26 |
| STEP 14 | 1.23 | \$72,748.49 | 1.34 | \$78,901.76 | 1.48 | \$87,106.49 | 1.57 | \$92,234.58 | 1.65 | \$97,361.57 | 1.75 | \$103,002.26 |
| STEP 15 | 1.23 | \$72,748.49 | 1.34 | \$78,901.76 | 1.48 | \$87,106.49 | 1.57 | \$92,234.58 | 1.65 | \$97,361.57 | 1.75 | \$103,002.26 |
| STEP 16 | 1.23 | \$72,748.49 | 1.34 | \$78,901.76 | 1.48 | \$87,106.49 | 1.57 | \$92,234.58 | 1.65 | \$97,361.57 | 1.75 | \$103,002.26 |
| STEP 17 | 1.25 | \$73,774.76 | 1.36 | \$79,928.04 | 1.50 | \$88,131.67 | 1.58 | \$93,259.76 | 1.67 | \$98,387.85 | 1.77 | \$104,028.52 |
| STEP 18 | 1.25 | \$73,774.76 | 1.36 | \$79,928.04 | 1.50 | \$88,131.67 | 1.58 | \$93,259.76 | 1.67 | \$98,387.85 | 1.77 | \$104,028.52 |
| STEP 19 | 1.25 | \$73,774.76 | 1.36 | \$79,928.04 | 1.50 | \$88,131.67 | 1.58 | \$93,259.76 | 1.67 | \$98,387.85 | 1.77 | \$104,028.52 |
| STEP 20 | 1.27 | \$74,799.95 | 1.37 | \$80,953.22 | 1.51 | \$89,157.94 | 1.60 | \$94,286.04 | 1.69 | \$99,413.03 | 1.78 | \$105,052.62 |

* Placement at the BA+54 column requires an approved integrated course of study for the 18 hours past BA+36.

** If you are placed in this column by virtue of having BA+54 and subsequently receive your MA degree, only 18 hours of approved courses are required to access the MA+36 column.

*** Placement on the MA+54 schedule requires MA plus 54 graduate semester hours with prior approval required for the 18 hours past MA+36.

**** Within a contract year an employee must work 140 days in order to receive a step for the following year.

315 SALARY SCHEDULE 2026-2027, 2027-2028, 2028-2029

KIBSD FY29 SALARY SCHEDULE WITH INDEX

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|---------|-------|-------------|-------|-------------|-------|--------------|-------|---------------|-------|--------------|-------|--------------|
| STEP 0 | 1.00 | \$59,516.71 | 1.03 | \$61,047.47 | 1.07 | \$63,636.05 | 1.13 | \$67,261.17 | 1.19 | \$70,887.39 | 1.23 | \$73,475.97 |
| STEP 1 | 1.03 | \$61,565.19 | 1.08 | \$64,153.77 | 1.14 | \$67,778.89 | 1.19 | \$70,887.39 | 1.24 | \$73,993.70 | 1.30 | \$77,618.81 |
| STEP 2 | 1.08 | \$64,153.77 | 1.14 | \$67,778.89 | 1.20 | \$71,405.12 | 1.24 | \$73,993.70 | 1.30 | \$77,618.81 | 1.37 | \$81,245.03 |
| STEP 3 | 1.14 | \$67,778.89 | 1.20 | \$71,405.12 | 1.24 | \$73,993.70 | 1.30 | \$77,618.81 | 1.36 | \$80,727.32 | 1.42 | \$84,352.44 |
| STEP 4 | 1.19 | \$70,887.39 | 1.24 | \$73,993.70 | 1.30 | \$77,101.09 | 1.36 | \$80,727.32 | 1.40 | \$83,315.90 | 1.48 | \$87,977.56 |
| STEP 5 | 1.22 | \$72,440.54 | 1.28 | \$76,066.76 | 1.34 | \$79,690.78 | 1.39 | \$82,798.19 | 1.44 | \$85,906.69 | 1.52 | \$90,567.24 |
| STEP 6 | 1.23 | \$73,475.97 | 1.31 | \$78,137.63 | 1.37 | \$81,762.75 | 1.43 | \$84,870.15 | 1.49 | \$88,495.27 | 1.56 | \$92,638.10 |
| STEP 7 | 1.23 | \$73,475.97 | 1.34 | \$79,690.78 | 1.41 | \$83,834.72 | 1.47 | \$87,459.83 | 1.52 | \$90,567.24 | 1.59 | \$94,710.07 |
| STEP 8 | 1.23 | \$73,475.97 | 1.34 | \$79,690.78 | 1.44 | \$85,906.69 | 1.50 | \$89,531.81 | 1.56 | \$92,638.10 | 1.63 | \$96,780.94 |
| STEP 9 | 1.23 | \$73,475.97 | 1.34 | \$79,690.78 | 1.48 | \$87,977.56 | 1.53 | \$91,084.95 | 1.58 | \$94,192.36 | 1.66 | \$98,854.02 |
| STEP 10 | 1.23 | \$73,475.97 | 1.34 | \$79,690.78 | 1.48 | \$87,977.56 | 1.57 | \$93,156.92 | 1.62 | \$96,264.32 | 1.69 | \$100,407.16 |
| STEP 11 | 1.23 | \$73,475.97 | 1.34 | \$79,690.78 | 1.48 | \$87,977.56 | 1.57 | \$93,156.92 | 1.65 | \$98,335.19 | 1.72 | \$102,478.02 |
| STEP 12 | 1.23 | \$73,475.97 | 1.34 | \$79,690.78 | 1.48 | \$87,977.56 | 1.57 | \$93,156.92 | 1.65 | \$98,335.19 | 1.75 | \$104,032.28 |
| STEP 13 | 1.23 | \$73,475.97 | 1.34 | \$79,690.78 | 1.48 | \$87,977.56 | 1.57 | \$93,156.92 | 1.65 | \$98,335.19 | 1.75 | \$104,032.28 |
| STEP 14 | 1.23 | \$73,475.97 | 1.34 | \$79,690.78 | 1.48 | \$87,977.56 | 1.57 | \$93,156.92 | 1.65 | \$98,335.19 | 1.75 | \$104,032.28 |
| STEP 15 | 1.23 | \$73,475.97 | 1.34 | \$79,690.78 | 1.48 | \$87,977.56 | 1.57 | \$93,156.92 | 1.65 | \$98,335.19 | 1.75 | \$104,032.28 |
| STEP 16 | 1.23 | \$73,475.97 | 1.34 | \$79,690.78 | 1.48 | \$87,977.56 | 1.57 | \$93,156.92 | 1.65 | \$98,335.19 | 1.75 | \$104,032.28 |
| STEP 17 | 1.25 | \$74,512.51 | 1.36 | \$80,727.32 | 1.50 | \$89,012.99 | 1.58 | \$94,192.36 | 1.67 | \$99,371.73 | 1.77 | \$105,068.81 |
| STEP 18 | 1.25 | \$74,512.51 | 1.36 | \$80,727.32 | 1.50 | \$89,012.99 | 1.58 | \$94,192.36 | 1.67 | \$99,371.73 | 1.77 | \$105,068.81 |
| STEP 19 | 1.25 | \$74,512.51 | 1.36 | \$80,727.32 | 1.50 | \$89,012.99 | 1.58 | \$94,192.36 | 1.67 | \$99,371.73 | 1.77 | \$105,068.81 |
| STEP 20 | 1.27 | \$75,547.95 | 1.37 | \$81,762.75 | 1.51 | \$90,049.52 | 1.60 | \$95,228.90 | 1.69 | \$100,407.16 | 1.78 | \$106,103.14 |

* Placement at the BA+54 column requires an approved integrated course of study for the 18 hours past BA+36.

** If you are placed in this column by virtue of having BA+54 and subsequently receive your MA degree, only 18 hours of approved courses are required to access the MA+36 column.

*** Placement on the MA+54 schedule requires MA plus 54 graduate semester hours with prior approval required for the 18 hours past MA+36.

**** Within a contract year an employee must work 140 days in order to receive a step for the following year.

320 CAREER AND TECHNICAL EDUCATION FEES

If the District determines that career and technical education teachers require specialized training, certification, or licensure, the District will pay for the associated fees.

325 EXTENDED CONTRACTS

Extended contracts reflecting their individual per diem rate shall be offered to any employee whose duties require more than the days established in the contract. Determination of eligible employees and the length of the extended contract shall be the prerogative of the Board of Education upon the recommendation of the Superintendent.

330 HEAD TEACHER'S PAY

The District shall pay head teachers for their extra responsibilities and administrative duties that cannot reasonably be done by the unit administrator, as described in the head teacher job description. These duties shall NOT include evaluation of, discipline of, or sole hiring authority of other bargaining unit members. Each head teacher shall receive a job description upon hire and annually. Head teacher pay shall be determined according to the following formula:

$$\text{TOTAL HT} = (\text{TS} + 1000\text{T}) (1 + \text{E}/\text{Contracted days})$$

Where:

HT = Head teacher's pay

TS = Teacher salary scale placement

T = Number of employees in the school/unit

E = Number of days required above the contracted days (E = 4 if enrollment is 19 students and below, E = 5 if enrollment is 20 students or more)

This stipend will be paid in two equal installments in January and June.

For example:

| Teacher Salary | T | E | Contract Days | HT Salary Total | Stipend |
|-----------------------|----------|----------|----------------------|------------------------|----------------|
| \$77,199.00 | 1 | 5 | 189 | \$80,267.76 | \$3,068.76 |

$$\text{Total HT Pay} = (\$77,199 + 1000(1))(1 + 5/189) = \$80,267.76$$

335 ADVANCEMENT ON THE SALARY SCHEDULE

I. Purpose

The purpose of the procedure is to establish guidelines by which an individual may apply for higher placement on the salary schedule through purposeful, advanced professional learning. Each case shall be considered on its own merit. This procedure shall be used in evaluation of post bachelor's degree course credit, vocational experience, educational travel, and District-sponsored activities and subsequent to issuance of an initial teaching certificate.

II. Procedures

- A. Submission of application, grade reports, transcripts, and/or supportive documents shall be submitted to Human Resources by September 30. Notice of acceptance or denial of the application must be provided to the employee by the Superintendent within four (4) weeks of submission of all required materials.
- B. An employee at the BA+36 or MA+36 level will be required to meet with a collaborative committee composed of at least two (2) Superintendent-approved Association members and the Superintendent and/or their designee(s) to review a written plan indicating two, nine (9) semester hour programs of study or one eighteen (18) semester hour program of study for lateral movement to the BA+54 or MA+54 level on the salary schedule. The committee will meet a minimum of three times per year at mutually agreeable times.
- C. The written plan shall be reasonably related to the employee's current teaching assignment instructional responsibilities, or anticipated District instructional needs.
- D. When approved by the committee, the entire plan will be forwarded to the Superintendent for approval.
- E. In the event the Superintendent denies or questions credits, the applicant may then submit written supportive statements for each course in question.
- F. If the Superintendent continues to deny or question credit, and the applicant wishes, the transcript and supportive statements for each course in question may be submitted to the Association for evaluation.
- G. The Association, the Superintendent, and the applicant shall meet no later than seven (7) days after Step F is completed.
- H. A decision regarding credits to be accepted or disallowed must be reached within fourteen (14) days by the Association and the Superintendent.
- I. In case of disagreement between the Association and the Superintendent, their individual recommendations and justifications will be forwarded to the Board of Education in writing for a final decision within fourteen (14) days.

335 ADVANCEMENT ON THE SALARY SCHEDULE (cont'd)

- J. The employee must submit to Human Resources, by December 1, official transcripts showing the most recent coursework in any year that the employee moves from one column to another if other documentation has been accepted to meet September deadline.

340 CONTRACT SALARY ADJUSTMENT

Any full-time employee contracted for a full school year who has their contracted salary adjusted after the first day of school shall have the adjustment occur on the first scheduled payday immediately following the adjustment unless there are less than three business days until payday. In that case, salary adjustment will occur on the next payday.

Contract adjustments that reduce the number of working days shall also cause a reduction in earned sick leave and personal leave.

345 MILEAGE REIMBURSEMENT

- I. Employees required to use their own vehicle on authorized school business have the option to be reimbursed by the District at the IRS business mileage rate in effect on January 1 of each school year.
- II. Mileage reimbursement claims must be completed by the employee, verified by the supervisor monthly, and turned in to the Business Department by the 15 of each month for the preceding month or by the end of each school semester.
- III. This excludes transportation between home and regular duty station.

355 TUITION REIMBURSEMENT

- I. The District shall pay actual tuition cost at the University of Alaska rate in effect on July 1 of each school year for graduate and undergraduate courses for a maximum of three (3) semester hours per year. Application for payment will be made in writing within forty (40) school days after course completion to the Office of the Superintendent.
- II. Compensation for courses successfully completed will be paid within twenty (20) school days of submitting documents showing successful course completion; however, employees applying for payment of courses starting after November 15 will be paid providing the employee signs a contract for the following school year starting in the same calendar year.
 - A. Returning non-tenured employees will be reimbursed for any approved classes in the fall of the following school year.
 - B. Classes taken for original Alaska regular certificate will not be eligible for tuition reimbursement.
- III. Any of the following shall be considered evidence of successful course completion:
 - 1) Official transcript
 - 1) Official grade slip
 - 2) A signed verification from a university official
- IV. The procedure for approval of a course shall be as provided in Item 335.
- V. Tuition reimbursement shall not be paid for District-sponsored courses, in-service, or workshops. District-sponsored in this item means that: 1) the District pays the instructor or 2) provides administrative leave for the duration of the course or 3) provides travel and per diem for the employee to take the course.

360 RURAL EMPLOYEE TRAVEL REIMBURSEMENT

- I. Upon request, the District shall pay for two round-trip airfares per school year to all rural schools, not on the road system, for each rural employee and their family members. The District shall also pay for four hundred (400) pounds of air freight for each adult and two hundred (200) pounds of air freight for each child in the family from the City of Kodiak to the duty station and back to the City of Kodiak, or from one rural site to another if the employee is transferred to another rural assignment.

- II. The District also agrees to pay the round-trip airfare and per diem, as specified in School Board Policy, if the employee is required to travel on a District-sponsored trip, in-service program, athletic event, workshop, or other activity.

365 EXTRA-DUTY ACTIVITIES SALARY AND RANGE

- I. The District shall review the extracurricular program to determine which activities shall be included and the extent to which the District shall engage in each of the included activities. This review by the District may also occur prior to the beginning of the activity and, in addition, during the activity based on student participation.
- II. Authorized activities will be compensated by assignment to one (1) of the seven (7) salary ranges each of which has ten (10) experience steps as shown in the schedule below. The range number at the right of each activity is the range assigned for extra-duty salary purposes. The percentages shown are percentages of the BA/0 level of Item 315.

| STEP | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|-------------|----------|----------|----------|----------|----------|----------|----------|
| 0 | .0200 | .0400 | .0480 | .0560 | .0640 | .0880 | .1280 |
| 1 | .0210 | .0420 | .0504 | .0588 | .0672 | .0924 | .1344 |
| 2 | .0220 | .0440 | .0528 | .0616 | .0704 | .0968 | .1408 |
| 3 | .0230 | .0460 | .0552 | .0644 | .0736 | .1012 | .1472 |
| 4 | .0240 | .0480 | .0576 | .0672 | .0768 | .1056 | .1536 |
| 5 | .0250 | .0500 | .0600 | .0700 | .0800 | .1100 | .1600 |
| 6 | .0260 | .0520 | .0624 | .0728 | .0832 | .1144 | .1664 |
| 7 | .0270 | .0540 | .0648 | .0756 | .0864 | .1188 | .1728 |
| 8 | .0280 | .0560 | .0672 | .0785 | .0896 | .1232 | .1792 |
| 9 | .0290 | .0580 | .0696 | .0812 | .0928 | .1276 | .1856 |

- III. Ten (10) experience steps shall be allowed providing that:
 - A. All experience is gained in the activity for which compensation is being considered.
 - B. All experience from outside the District shall be accompanied by a letter attesting to that service and signed by that employee’s previous administrator. In assigning an experience step, the administration will equate comparable outside experience in the same activity for which they are being contracted.
 - C. The assignment of experience steps shall not decrease as long as the employee is employed by the District.
- IV. During the term of this Agreement, the District and KBEA may mutually agree to changes on the attached schedule.
- V. No employee shall be expected to begin extra-duty activities unless they have signed an extra-duty contract.
- VI. Employees shall not be required to perform activities from this schedule, which have not been compensated.

365 EXTRA-DUTY ACTIVITIES SALARY AND RANGE (cont'd)

- VII. Employees shall not be required to provide any personal funds while engaged in conducting extra-duty activities for the District. Employees may request an advance for estimated team-incurred expenses if necessary. Advances not documented within ten (10) days will be deducted from salary. If an advance is not given, appropriate expenses incurred will be reimbursed within thirty (30) days of submittal of documentation.
- VIII. Year-long extra duties will be paid one-half in January and the remaining contract amount following completion of the contract in June.
- IX. Allowable per diem will be paid to coaches or other extra-duty staff required to travel.
- X. Extra duty salaries for rural programs will be paid a proportionate amount based on the number of participants and competitions. In the event that an activity combines students from different rural school for a single team, a single extra duty contract will be split among those employees who are working with the students during the week and at the competitions.
- XI. These provisions do not apply to Temporary Employment Agreements. Any of the extra-duty positions listed in the following schedule will not be paid through a Temporary Employment Agreement.
- XII. The extra duty contract is for student engagement outside of the school day at regularly scheduled intervals. These opportunities could include practice, performance, and/or travel that are not a requirement of a class or a professional responsibility. Outside of the school day practices, performances, and/or travel can be a professional responsibility and may not qualify as an extra duty contract.
- XIII. When activities of the same name for Middle School and High School are concurrent, they must have two sponsors. These Middle School and High School activities may be combined if the sponsors are working collaboratively. If one person is the sponsor for both KMS and KHS activities of the same name, the programs must be run separately.
- XIV. Activities marked with an (*) denote a yearlong activity. For these activities, payment will be disbursed in two payments. All other payments will be made upon completion of the activity.

365 EXTRA-DUTY SALARY SCHEDULE

| HIGH SCHOOL ATHLETICS | Range |
|--|--------------|
| Baseball Head Coach | 6 |
| Baseball JV/Assistant (as needed) | 4 |
| Basketball Head Coach Boys | 7 |
| Basketball JV/Assistant Boys (as needed) | 5 |
| Basketball Head Coach Girls | 7 |
| Basketball JV/Assistant Girls (as needed) | 5 |
| Cheerleading Basketball Head Coach | 5 |
| Cheerleading Basketball JV/Assistant (as needed) | 3 |
| Cheerleading Football Head Coach | 4 |
| Cheerleading Football JV/Assistant (as needed) | 2 |
| Cross Country Head Coach Boys | 5 |
| Cross Country JV/Assistant Boys (as needed) | 3 |
| Cross Country Head Coach Girls | 5 |
| Cross Country JV/Assistant Girls (as needed) | 3 |
| Dance Team Head Coach | 5 |
| Dance Team JV/Assistant (as needed) | 3 |
| Esports Head Coach | 3 |
| Esports JV/Assistant (as needed) | 1 |
| Football Head Coach | 6 |
| Football JV/Assistant (as needed) | 4 |
| Hockey Head Coach | 7 |
| Hockey JV/Assistant (as needed) | 5 |
| Native Youth Olympics Head | 5 |
| NYO JV/Assistant (as needed) | 3 |
| Soccer Head Coach Boys | 6 |
| Soccer JV/Assistant Boys (as needed) | 4 |
| Soccer Head Coach Girls | 6 |
| Soccer JV/Assistant Girls (as needed) | 4 |

| HIGH SCHOOL ATHLETICS | Range |
|--|--------------|
| Softball Head Coach | 6 |
| Softball JV/Assistant (as needed) | 4 |
| Swimming Head Coach | 7 |
| Swimming JV/Assistant (as needed) | 5 |
| Tennis Head Coach | 5 |
| Tennis JV/Assistant (as needed) | 3 |
| Track & Field Head Coach Boys | 6 |
| Track & Field JV/Assistant Boys (as needed) | 4 |
| Track & Field Head Coach Girls | 6 |
| Track & Field JV/Assistant Girls (as needed) | 4 |
| Unified Track Head Coach | 4 |
| Unified Track JV/Assistant (as needed) | 2 |
| Volleyball Head Coach | 7 |
| Volleyball JV/Assistant (as needed) | 5 |
| Wrestling Head Coach | 6 |
| Wrestling JV/Assistant (as needed) | 4 |
| All High School Athletic Programs have the ability to add a C Team or additional Assistant Coach as needed based on student participation. | |

365 EXTRA-DUTY SALARY SCHEDULE (cont'd)

| HIGH SCHOOL ACTIVITY | Range |
|--|--------------|
| Concert/Marching Band Club Sponsor | 5 |
| Concert/Marching Band Club Assistant (as needed) | 3 |
| Pep Band Club Sponsor | 5 |
| Pep Band Club Assistant (as needed) | 3 |
| Jazz Band Club Sponsor | 5 |
| Jazz Band Club Assistant (as needed) | 3 |
| C'amai Club Sponsor | 2 |
| C'amai Club Assistant (as needed) | 1 |
| Chorus Club Sponsor | 5 |
| Chorus Club Assistant (as needed) | 3 |
| Drama Club Sponsor | 5 |
| Drama Club Assistant (as needed) | 3 |
| Drama, Debate and Forensics Club | 5 |
| DDF Club Assistant (as needed) | 3 |
| Family, Career, and Community Leaders Club Sponsor | 5 |
| FCCLA Club Assistant (as needed) | 2 |
| Intramurals Club Sponsor Boys* | 2 |
| Intramurals Club Assistant Boys (as | 1 |
| Intramurals Club Sponsor Girls* | 2 |
| Intramurals Club Assistant Girls (as | 1 |
| Key Club Sponsor* | 2 |
| Key Club Assistant (as needed) | 1 |
| National Honor Society Club Sponsor* | 2 |
| NHS Club Assistant (as needed) | 1 |
| Orchestra Club Sponsor | 5 |
| Orchestra Club Assistant (as needed) | 3 |
| Pep Club Sponsor* | 2 |
| Pep Club Assistant (as needed) | 1 |
| Student Council Club Sponsor* | 6 |
| Student Council Club Assistant (as | 4 |
| Yearbook Club Sponsor* | 4 |
| Yearbook Club Assistant (as needed) | 2 |

| RURAL ACTIVITY | Range |
|---|--------------|
| Basketball Boys | 2 |
| Basketball Girls | 2 |
| Basketball Jr. High Boys | 1 |
| Basketball Jr. High Girls | 1 |
| Cheerleading | 1 |
| Cross Country | 2 |
| Intramurals* | 2 |
| National Honor Society* | 1 |
| Student Council* | 2 |
| Track & Field | 1 |
| Volleyball | 2 |
| Wrestling | 2 |
| All Rural Activities may have an Assistant or JV Coach as needed for student participation. Paid at the range listed for the corresponding assistant above. | |

365 EXTRA-DUTY SALARY SCHEDULE (cont'd)

| KMS ATHLETICS | Range |
|-----------------------|--------------|
| Basketball Boys | 3 |
| Basketball Girls | 3 |
| Cheerleading | 3 |
| Cross Country Boys | 3 |
| Cross Country Girls | 3 |
| Native Youth Olympics | 3 |
| Intramurals Boys* | 3 |
| Intramurals Girls* | 3 |
| Swimming & Diving | 3 |
| Track & Field Boys | 3 |
| Track & Field Girls | 3 |
| Volleyball Boys | 3 |
| Volleyball Girls | 3 |
| Wrestling | 3 |

| | |
|-------------------------|---|
| KMS Athletic Assistants | 2 |
|-------------------------|---|

| KMS ACTIVITIES | Range |
|-----------------------|--------------|
| Band Club* | 2 |
| Chorus Club* | 2 |
| Drama Club | 2 |
| Orchestra Club* | 2 |
| Student Council Club* | 2 |
| Yearbook Club* | 2 |

| | |
|----------------|---|
| KMS Assistants | 1 |
|----------------|---|

All KMS Athletics and Activities listed have an Assistant position available as needed to accommodate student participation

| ELEMENTARY ACTIVITIES | Range |
|------------------------------|--------------|
| Intramurals Club | 3 |
| Music Club | 1 |
| School Patrol Club | 1 |

| PK-12 ACTIVITIES | Range |
|-------------------------|--------------|
| Clinics, Clubs and | 1 |

370 SUPPLEMENTAL CONTRIBUTIONS

I. 403(b) Supplemental Retirement Account

A. The District shall provide employees the opportunity to participate in a voluntary 403(b) supplemental retirement plan. Participation requires enrollment by the employee with the designated plan administrator. Employees may elect to contribute to this supplemental retirement account, up to the allowable IRS limits, via payroll deductions, by submitting the appropriate form to payroll.

II. Health Savings Account

A. The District provides employees the opportunity to participate in a voluntary Health Savings Account (HSA), provided the employee is enrolled in a qualifying High Deductible Health Plan (HDHP). Participation requires enrollment by the employee with the designated HSA administrator.

B. Employees may elect to contribute to their HSA, up to the allowable IRS limits, through payroll deductions by submitting the appropriate authorization form to Payroll.

III. District Contribution Program

A. In addition to employee voluntary contributions to the 403(b) and/or HSA, the District shall provide an annual five hundred dollar (\$500) contribution for each eligible employee.

B. Employees may elect to have this District contribution deposited into either:

i. The employees 403(b) supplemental retirement; or

ii. The employee's Health Savings Account (HSA), provided the employee is enrolled.

C. The District contributions shall be made in the January 23 paycheck.

D. Employees must submit their annual election to payroll no later than December 15 of each year. If no election is made, the contribution shall default to the employee's HSA account. If the employee is not enrolled in either an eligible 403(b) or HSA, the employee forfeits the contribution for that year.

400 INSURANCE

406 LIFE INSURANCE

- I. The District shall provide, on a non-contributory basis, a group Life and Accidental Death and Dismemberment insurance plan for each .43 FTE and above employee in an amount equal to eighty-five thousand dollars (\$85,000). In the event of an accidental death, the insurance shall pay double the above amount. The program of benefits will be as described in a Master Contract between the District and the insurance carrier but shall be in effect when the employee is on District-approved travel.
- II. Upon retirement, an employee may elect to continue in force the Life Insurance coverage provided by the District during the period of the member's employment if and to the extent allowed by the plan. If such an election is made, the retired employee shall pay all premiums for the insurance. The maximum face value of such insurance shall not exceed that of the policy provided by the District to the employee immediately prior to the employee's retirement.
- III. An employee on an approved leave of absence may elect to continue in force the Life Insurance coverage provided by the District during the period of the member's employment. If such election is made, the employee shall pay all premiums for the insurance at the "group rate" premium rate.

410 HEALTH INSURANCE

- I. The Kodiak Island Borough School District shall offer a High Deductible group health care plan for employees and dependents with benefits no less than those offered in the Kodiak Island Borough School District Plan Document Effective July 1, 2016.
- II. The High-Deductible Health Plan (HDHP) shall have no more than a three thousand five hundred dollar (\$3500) (individual) and seven thousand dollar (\$7000) (family) deductible. Participation in the HDHP will be at the option of the employee (subject to limited enrollment periods). The District shall also make available a District sponsored health savings account (HSA) conditioned upon and subject to applicable statutes and regulations.
- III. Pursuant to Section 125 of the United States Tax Code as amended, the District shall offer the employees the option of participating in a group health plan. Requirements for and benefits of participation in the health plan shall be set forth in the District's Section 125 Plan which may be amended from time to time to conform to the requirements of Section 125.
- IV. Employees who choose to participate in the health care plan offered by the District shall contribute, through compensation reduction premium costs subject to any applicable limitations of Section 125 of the United States Tax Code as amended.
- V. When an employee has worked for the District for thirty (30) consecutive days, they become eligible for participation.
- VI. No employee covered by this agreement shall receive health insurance from more than one District policy.
- VII. Employees who choose to participate in the health care plan offered by the District pursuant to Section 125 of the United States Tax Code shall contribute through compensation reduction premium costs according to the following schedule:

FY2026-2029, the District shall pay 97% and participating employees shall pay 3% of the HDHP rates. Employees who have a District HSA will receive a \$500 contribution to their HSA on the January 23 paycheck, annually (see Item 370: SUPPLEMENTAL CONTRIBUTIONS).

Part-time employees or employees moving from full to part-time status who elect to have insurance coverage shall pay a proportionate share of the premium cost. However, no part-time employee shall be required to pay more than fifty percent (50%) of the premium cost.

The employee contributions of the health insurance premium will be deducted in twenty (20) or twenty-four (24) equal contributions beginning with the first pay period in September.

With mutual consent, this item may be altered in such a way as to reduce costs to both parties.

410 HEALTH INSURANCE (cont'd)

*If an agreement is not reached for years subsequent to this contract, the last stated schedule of cost sharing will be used to calculate District/employee health insurance premium contributions.

VIII. Surplus of Health Insurance Premiums

The District will, by December 31 of each year, calculate a final cost of the insurance plan for the previous fiscal year which shall include all participants that were in the Plan for that year. To the extent, if any, there is a surplus of premiums paid in excess of costs, each employee participant will be refunded on or before December 31 of each year, an amount of the surplus that is directly proportional to the amount that the employee participant paid in premiums during the previous fiscal year (as compared to the District's contribution to premium).

IX. Insurance Committee

KBEA will participate in scheduled insurance committee meetings (which shall include KIESA, KAA, KAP and Superintendent Representation). The committee shall meet a minimum of three times per school year (in the fall, spring, and June following receipt of rates) unless otherwise agreed in writing by both parties. The committee shall only consider current health insurance issues such as benefits, selection of broker, surplus accounts, changes, or modifications thereto and procedures and protocols related to the operation of this committee. If the committee proposes changes to benefits, such changes may be implemented during the term of this negotiated agreement upon the written agreement of the District and KBEA authorized officials. KBEA shall consider changes proposed by the Insurance Committee in accordance with the by-laws of KBEA. Any party may add an agenda item consistent with this paragraph.

500 LEAVES

505 CIVIC LEAVE

- I. All employees shall be free to perform civic duties, such as non-personal appearances for court subpoenas, jury duty, holding elective public office and/or serving on all committees, commissions, or other appointive bodies established by the Superintendent, Board of Education, Borough Assembly, Commissioner of Education and Early Development, State Commissions, Governor or State Legislature providing that service in this capacity does not, in the opinion of the Superintendent, disrupt the educational process for which the employee is hired or add unreasonable burden to the District in the opinion of the Superintendent.
- II. Civic leave requests resulting from court subpoenas will only be granted if such subpoenas are non-personal in nature. An employee requesting civic leave resulting from being subpoenaed shall submit a written leave request along with a copy of the subpoena to the Superintendent for approval. An employee granted civic leave resulting from a court subpoena is expected to be absent from their employee assignment only during the actual court appearance with an appropriate time allowance for travel to and from the court appearance.
- III. At the discretion of the Superintendent, an employee may be granted, upon written request, a leave with pay for civic duties at the state and local level.
- IV. The District will not be liable for any travel or per diem. Any pay, excluding per diem and travel pay, received for services while on such a paid leave shall be refunded to the District.

510 ADDITIONAL LEAVE

A total of seven (7) days of non-accumulative paid leave days may be granted per contract year, inclusive of Emergency Leave and Bereavement Leave, for the purposes described below.

I. Emergency Leave

- A. The District shall provide emergency leave at full pay when unavoidable absence is due to (but not limited to) weather, serious accident, transportation delay, acute unanticipated home maintenance problems, or threat to property.
- B. An emergency is defined as suddenly precipitated, or of such a nature that pre-planning or rescheduling is not possible.
- C. Emergency leave may be granted by the Superintendent when situations occur that are not identified in this item and any such approval does not set a precedent.
- D. The employee will make reasonable effort to contact their supervisor or office personnel to communicate a return time.
- E. Rural employees will be allowed two (2) additional days to be used when weather restricts travel back to their rural sites.

II. Bereavement Leave

- A. Three (3) days of non-accumulative paid leave days may be allowed for an absence occasioned by a notification of death, impending death or memorial service/funeral of an employee's or their spouse's/domestic partner's immediate family. Immediate family, for the purpose of bereavement leave shall be defined as parent, spouse, domestic partner, sibling, child (step, foster, adopted, in loco parentis), or a person for whom the employee is the legal guardian, and such a person lives in the same household as the employee.
- B. In the case of travel, an employee may be allowed an additional four (days).
- C. In the event of the death, impending death, or memorial service/funeral of an individual not included in the above list, bereavement leave may be granted on a case-by-case basis, at the discretion of the Superintendent, and any such approval does not set a precedent.

515 PARENTAL LEAVE

- I. Parental leave is defined as a temporary leave of absence without pay due to pregnancy, birth or adoption and shall be available to either parent.
- II. The District shall not discriminate against or exclude from employment an employee on the basis of pregnancy. Pregnancy will be treated like any other temporary disability for all job-related purposes.
- III. Employees anticipating parental leave are encouraged to notify the District within the first three (3) months of pregnancy, birth, or adoption proceedings (or the first week of school if the third month is during the summer recess). The employee shall also file with the District a medical affidavit from their physician certifying that no health problems exist which would impair their effectiveness in the classroom.
- IV. Parental leave requests shall include the following:
 - A. Application for leave at least sixty (60) calendar days prior to the approximate leave request date.
 - B. A revised request with a specific leave date shall be filed two (2) weeks in advance of leave date.
- V. Accrued sick leave as provided in Item 525 may be used during the temporary disability resulting from pregnancy.
- VI. Parental leave may begin at the eighth month of pregnancy if the employee so chooses and continue through six (6) weeks after the birth or adoption of the child. If an employee has been employed full-time at least one-year, parental leave may continue through eighteen (18) weeks after the birth or adoption of the child.
- VII. If both members of a teaching couple request parental leave and the District is unable, after diligent effort, to secure a certificated substitute for one of the positions, one of the leaves may be limited to twenty (20) teaching days.
- VIII. For cases of parental bonding when both parents are employees as defined in Item 112: DEFINITIONS and one or more qualify for AFLA/FMLA, AFLA/FMLA can be taken by one parent and parental leave can be taken by the other, either concurrently or subsequently.

525 SICK LEAVE

The District and KBEA agree that sick leave is a right that should not be abused. The District shall credit, without limit, sick leave with pay to all regularly contracted employees in a manner consistent with the following provisions. Contract adjustments that reduce the number of working days shall also cause a reduction in earned sick leave.

- I. Sick leave is accrued at the rate of one and one-third (1 1/3) days for each calendar month or each major portion of each calendar month of actual service.
- II. Employees are encouraged to arrange routine medical and dental visits outside the workday.
- III. The District shall advance sick leave at the beginning of the school year. Should the employee not fulfill the teaching contract for any reason, sick leave days used in advance and not earned shall be proportionally adjusted and deducted from the employee's last paycheck.
- IV. Cumulative sick leave earned by an employee in an Alaskan school district is transferable to any other school district if the employee's service is continuous.
- V. An employee who is on an approved leave of absence may retain cumulative sick leave for the duration of the approved leave.
- VI. An employee may use accrued sick leave for leave due to personal injury or illness without limitation concerning the duration of usage.
- VII. An employee may use accrued sick leave for the death, illness, or welfare of a person in the employee's immediate family (grandparent, parent, spouse, child (step, foster, adopted, in loco parentis), or sibling).
- VIII. The option exists for Alaska Teacher Retirement System Tier 3 employees to sell back their sick leave to the District, upon resignation. The employee must request, no later than May 1, through payroll, the sick leave pay out as outlined below. The sick leave payout will be paid out on the June 23 paycheck.

If an employee worked for the District between 6-9 consecutive years the employee can sell fifteen percent (15%) of their sick leave at a daily rate of two hundred and fifty dollars (\$250).

If the employee worked for the District between 10-14 consecutive years, they can sell back seventeen percent (17%) of their sick leave at a daily rate of two hundred and fifty dollars (\$250).

525 SICK LEAVE (cont'd)

If the employee worked for the district between 15-19 consecutive years, they can sell back nineteen percent (19%) of their sick leave at a daily rate of two hundred and fifty dollars (\$250).

If an employee worked for the District 20 years or more, they can sell back twenty five percent (25%) of their sick leave at a daily rate of three hundred and fifty dollars (\$350).

| Years of consecutive service | Sale % | Daily Rate |
|------------------------------|--------|------------|
| 6-9 | 15% | \$250 |
| 10-14 | 17% | \$250 |
| 15-19 | 19% | \$250 |
| 20+ | 25% | \$350 |

Sample: 10 sick leave days X 15% X \$250 = \$375 Total Buyout

Should the State of Alaska bring back a defined contribution retirement program this item will sunset, immediately.

Days paid out will be removed from the employees' total and not transferable to another district.

- IX. The District may require that the employee provide, at their expense, a licensed health care provider's statement setting forth the date on which an absence due to illness or disability will commence or has commenced and the expected length of the absence consistent with provisions of FMLA/AFLA. When requesting sick leave in advance for prearranged appointments, the District may require a licensed health care provider's statement.
- X. If the District has cause to suspect sick leave abuse, or if the District wants to verify that an employee is sufficiently well to perform teaching duties, the District may require a licensed health care provider's statement, e.g., when sick leave is used in conjunction with weekends or vacation periods or during parent-teacher conferences. In accordance with 4 AAC 15.040, a false statement by an employee regarding sick leave is sufficient grounds for cancellation of an employee's contract and recommendation for revocation of their teaching certificate.

530 SICK LEAVE BANK

- I. The Sick Leave Bank shall be administrated by a Sick Leave Bank Committee. The Committee shall consist of two (2) members selected by the Association and one member selected by the Administration. It is the Committee's responsibility to approve or deny requests for Sick Leave Bank usage. In the case of denial, this request for Sick Leave Bank usage may be appealed to the Board of Education.
- II. Each new member of the bank will donate one day of their sick leave to the bank by their third pay period. Once the bank is built up to four hundred fifty (450) days, no more days will be added until the bank is depleted to three hundred (300) days except for the purpose of entering new members into the bank.
- III. In the event that the bank becomes totally depleted during the school year, each member of the bank will donate an additional day up to a maximum donation of three (3) days per year.
- IV. The first ten (10) days of illness or disability will not be covered by the bank but must be covered by the employee's own accumulated sick leave or absence without pay. An employee on parental leave will not participate in the sick leave bank unless such employee is disabled due to an illness or injury arising from pregnancy as certified by a physician and approved by the Sick Leave Bank Committee.
- V. An employee will not be able to withdraw days from the bank until their own sick leave is depleted.
- VI. The number of Sick Leave Bank days available to an employee shall equal twice the number of days of sick leave the employee has accumulated before the first day of school in any school year or twenty-four (24) days, whichever is greater.
- VII. Employees withdrawing Sick Leave Bank days will not have to replace these days except as a regular contributing member of the bank.
- VIII. Sick leave days can only be withdrawn from the bank for individual member's illness.
- IX. Requests for use of Bank Days must be in writing and accompanied by a letter from the attending physician. The request must be filed with the Association President and the unit administrator. The approval of the request shall be subject to the attending physician's supportive statement.
- X. Upon separation from the District, an employee may donate one (1) day of their accrued sick leave to the Sick Leave Bank. The employee must notify the Payroll Department prior to their separation date.

535 SABBATICAL LEAVE

I. Eligibility

- A. The Board of Education shall have sole responsibility in granting sabbatical leaves.
- B. Employees who have rendered active service for seven (7) or more years in the District are eligible for sabbatical leave.
- C. The proposed program of study must be educationally beneficial to the District.
- D. The employee must agree to return to educational work in the District for two (2) full school years following the leave. An employee who does not serve for at least two (2) full years after their return shall refund to the District the money paid to them unless their failure to serve is attributable to sickness, injury, or death.
- E. Any employee applying for sabbatical leave must conform to provisions pertaining to sabbatical leave as outlined in Article 4, Sabbatical Leave, Compiled School Laws - State of Alaska.
- F. For the purposes of this leave, "employee" shall mean any certificated employee.

II. Application Procedure

- A. The employee must submit a letter of application for sabbatical leave to the Association not later than January 25.
- B. A plan of proposed study must be submitted with the application.
- C. The Association President or designee shall submit the applications of all sabbatical leave applicants with any recommendations to the Superintendent not later than February 10.
- D. The Board of Education has the responsibility for the selection of the employee(s) to be granted the sabbatical leave(s).
- E. Successful applicants must sign a contract before receiving the benefit.

III. Benefit

- A. Employee(s) on sabbatical leave(s) will receive a stipend of ten thousand five hundred dollars (\$10,500) per school year. In addition, the District will pay for health and life insurance as provided for in Items 406 and 410 of this agreement.
- B. Unless it is otherwise agreed, an employee returning from sabbatical leave shall return to the position as specified in State Law.
- C. The sabbatical leave does not constitute a break in service for sick leave, tenure, and retirement purposes.

540 PERSONAL LEAVE

I. All full-time employees shall accrue five (5) personal leave days.

The choice to use personal leave shall be solely at the discretion of the employee subject to the following conditions.

II. Except in emergencies, such employees shall give at least twenty-four (24) hours advance notice to their immediate supervisor of their intent to be absent on personal leave.

A. Each employee shall receive their allotted personal days at the start of the school year.

B. In the event an employee has unused personal leave at the end of a school year, the employee will be reimbursed on the June 23 paycheck at the rate of two hundred and fifty dollars (\$250) a day, or three hundred and fifty dollars (\$350) a day for employees with twenty (20) or more years of consecutive service to the District. Any amount under a full day remaining will be prorated at the above identified rate.

C. In order to assure continuity of the educational program, unit administrator(s) may deny requests for personal leave, if the number of employees requesting personal leave for any one day exceeds ten percent (10%) of the teaching staff or otherwise threatens to disrupt the educational program of the school.

III. In hardship situations, the Association or the individual may solicit leave donations from employees. The Association will forward such requests in writing to the Superintendent, who must give final approval of the leave transfers before such leave becomes effective.

IV. Personal leave shall not be used to lengthen the summer release.

545 LEAVE OF ABSENCE

The Board of Education shall have sole responsibility in granting leave of absence. Such leave may be granted for educational, medical, or personal reasons, and each request will be judged on its own merit.

I. Rights

- A. All rights and benefits to which an employee was entitled at the time their Leave of Absence commenced, including unused accumulated sick leave and privileges under the non-retention statuses shall be restored to them upon their return to the District.
- B. Upon return from a leave all attempts shall be made to assign an employee to their former position or some other position for which they are qualified, within the same town or rural site at the time said leave commenced. If requesting a change of position, refer to Item 630: EMPLOYEE TRANSFER PROCEDURES.
- C. The employee may elect to pay premiums for District-wide insurance during this period, if allowed under the group insurance contract.
- D. Employees may elect to maintain or join KBEA, AK-NEA, and NEA during the Leave of Absence. All dues associated with membership are the responsibility of the employee.

II. Deadlines

- A. Request for Initial (first year) Leave of Absence Deadlines
 - i. Request for Initial (first year) Leave of Absence shall be requested of the unit administrator and copied to the Superintendent **by February 1** for their review and recommendation to the Board of Education.
 - ii. An employee may withdraw approved application for the leave of absence through notification to the unit administrator and the Superintendent **by February 15** and shall be reinstated to their former position or to a position where qualified, within the same town or rural site at the time said leave commenced.
 - iii. An employee returning from a Leave of Absence must notify the Superintendent **by January 1** if they plan to return to the District the next fall.
- B. Request for Extension of Leave of Absence Deadlines
 - i. Requests for an extension to an approved Leave of Absence for a subsequent year shall be made to the unit administrator and the Superintendent **by December 1** for their review and recommendation to the Board of Education.
 - ii. An employee may withdraw approved application for Leave of Absence through notification to the unit administrator and Superintendent **by February 15** and shall be reinstated to their former position or to a position where qualified, within the same town or rural site at the time said leave commenced.
 - iii. And employee returning from an approved Leave of Absence must notify the Superintendent **by January 1** if they plan to return to the District the next fall.

550 ADMIN PROFESSIONAL LEAVE

Employees are eligible to request Admin Professional Leave from the District for professional development opportunities.

555 LEAVE WITHOUT PAY

Leave without pay is highly discouraged and is only to be used in compelling circumstances.

In cases of AFLA/FMLA, leave use (personal and sick) is at the discretion of the employee.

An employee is placed on leave without pay when all other leave has been exhausted.

- I. Personal leave and sick leave shall be proportionately adjusted to the number of days worked.
- II. Contract is adjusted.
- III. A contract adjusted to less than one hundred and forty (140) days will equal no step advancement.
- IV. Stipends will be proportionally adjusted according to the number of days worked.
- V. Any remaining deductions will be spread over remaining days.

560 PRESIDENT'S LEAVE

- I. The District shall grant the President of the Association a maximum of three (3) days for Association business provided that the President of the Association has been assigned a full teaching schedule.
- II. The President of the Association shall give twenty-four (24) hours notice to the unit office when President's leave is to be used.

565 ASSOCIATION LEAVE

- I. The District shall grant twenty-five (25) days per year of paid Association leave to be used at the discretion of the Association. In addition, fifteen (15) such days shall be granted in the event an Association member is elected to the NEA - Alaska Board of Directors. The President of the Association shall notify the Superintendent in advance whenever Association leave is to be used. The President of the Association shall notify the Superintendent in writing a minimum of 4 weeks, or when an event is known, whenever association leave is to be used.

A tenured employee who is elected to a NEA national office shall be granted leave necessary to attend NEA duties. The District will then accept reimbursement from NEA in the amount necessary to reimburse the District as association leave taken for this purpose.

- II. The Association will recognize its responsibility for maintaining the continuity of the educational program when utilizing this provision.
- III. Any days in excess of the above will be granted at the discretion of the Superintendent. The Association will reimburse the District for the cost of substitutes for the additional days granted.
- IV. A leave of absence of one (1) year without pay will be granted upon request of one (1) employee designated by the Association for the purpose of serving as an officer of an education association affiliated with the bargaining unit. Such leave will be limited to one (1) at the state or national level of the Association.

600 EMPLOYMENT AND WORKING CONDITIONS

605 LENGTH OF CONTRACT

Total Contract days shall be applied as follows:

| | |
|--------------------------------------|------------|
| Workday before the opening of school | 1 |
| Flex workday (*) | 2 |
| Holidays | 5 |
| TOTAL DAYS | 189 |

* A plan for the use of the two (2) certificated flex-work days shall be determined by the individual employee and approved by the administrator. For purposes of calculating the total contract days, the two (2) certificated flex-work days shall be indicated on the calendar by an “FW”.

The last three (3) days at the end of the secondary first semester will be early release days and will be treated as employee self-directed work time. Employees will be permitted to flex this time with a plan determined by the individual employee and preapproved by the unit administrator. The time will be equitable between elementary and secondary.

The last week of school on the school calendar for students will be early release days and treated as employee self-directed work time.

The deadline for employee checkout is 4:00 p.m. on the first weekday (excluding holidays) following the last day of school.

607 WORKING DAY

- I. Employees will work a maximum of seven (7) hours per day exclusive of the thirty (30) minute duty-free lunch period and assigned or contracted extra-duty.
- II. Student supervision will begin no less than five (5) minutes after the beginning of the employee contract day.
- III. Employees will be given thirty (30) minutes of consecutive employee self-directed work time (ESDWT) at a minimum of four (4) times per week.
 - A. No more than ten (10) employee self-directed work time sessions per school year shall be mandated for legally required meetings without mutual agreement between the employee and the unit administrator(s).

608 PART-TIME EMPLOYEES

- I. Part-time employees are those employees who are contracted for less than full-day or full-year employment.
- II. Assigned duty shall be proportionate to the number of contracted work hours per day. Assigned duties will coincide with the part-time employee's working day.
- III. Required attendance by part-time employees on workdays shall be proportionate to contracted work hours. However, this does not preclude attendance beyond the proportionate contracted hours.
- IV. The required level of attendance by part-time employees at in-service will be determined by the District. Any additional time will be compensated at the employee's regular pay rate.
- V. Beginning in FY 2010, part-time employees who are employed for 140 or more days of the school year shall receive one (1) full step on the salary schedule the following year. Less than 140 days requires two (2) years of service to receive one (1) full step on the salary schedule.
- VI. The FTE of part-time secondary employee contracts will reflect the fraction formed by dividing the time required by the part-time assignment (including preparation and duty time) divided by the seven-hour working day. The FTE of a part-time secondary employee's contract in student schedules of equal length will be determined by the formula: number of teaching periods divided by the number of periods in the student schedule minus one. For example, an employee teaching three periods in a six-period schedule of equal periods: $FTE = 3 / (6-1) = .60$ FTE. The FTE of part-time secondary employee contracts in student schedules of unequal length periods will be determined on a case-by-case basis by the District and the Association.
- VII. In a situation where a secondary school schedule changes, a tenured part-time employee who was under the old schedule will be offered an assignment with at least the same FTE as their previous teaching assignment. If the tenured part-time employee accepts changes in their FTE to accommodate a secondary school schedule change, the District will, in subsequent years, provide the tenured part-time employee at least the original part-time FTE.

610 INDIVIDUAL EMPLOYEE CONTRACT

- I. The contract for regular employee positions will conform to the standard contract conditions as set forth in 4 AAC 18.010. The District will sign all contracts prior to the submission to the candidate for acceptance. Contracts must be returned to the District within thirty (30) days of receipt.
- II. No individual employment contract shall differ in format from the standard contract as accepted by both the District and the Association as set forth in Item 615: CONTRACT OF EMPLOYMENT.
- III. Contracts will be issued electronically through the employee portal and must be accepted electronically.
- IV. Employees may be offered additional extra-duty contract(s) separate from their individual employment contract.
- V. An employee who breaks a signed contract without the agreement of the District creates a significant burden on the District and School Staff. An employee who breaks a signed contract without District agreement is subject to one thousand dollars (\$1000) in liquidated damages to partially compensate the District for damages associated with the breach including, but not limited to, staff coverage obligations and recruitment obligations. This amount may be deducted from any amounts due to the employee. This provision shall not be construed as limiting the District from taking other action with either the Department of Education and Early Development, or the Professional Teaching Practices Commission.
- VI. Employees currently employed by the District who wish to break their contract for the following school year can do so before March 1 without penalty.
- VII. Certification lapses may be considered a breach of contract and could result in loss of step, loss of leave, loss of benefits, and/or contract termination. Repeat offenders may also be obligated to pay one thousand dollars (\$1000.00) in liquidated damages.
- VIII. If an employee signs a contract for which a residency waiver would be considered and submits a residency waiver request which is not granted for any reason, the employee may withdraw from their contractual obligation without penalty within fifteen (15) days of Board of Education action on residency waiver.

20__ - 20__

CONTRACT OF EMPLOYMENT - TEACHER

This contract, made and entered into this [**day**] of [**Month**], 20[], by and between the **KODIAK ISLAND BOROUGH SCHOOL DISTRICT**, hereinafter referred to as **DISTRICT**, and <<**Last Name**>>, <<**First Name**>> hereinafter referred to as **TEACHER** witnesseth:

In consideration of the mutual covenants and agreements hereinafter contained and of the **DISTRICT’S** employment of **TEACHER** and the rendering of services thereunder by **TEACHER**, the parties do hereby agree as follows:

I. **TEACHER** shall, under the authority of said **BOARD** or its successors, and subject to the supervision and authority of the properly authorized Superintendent of Schools or supervisory principal, teach in said School District during the _____ school year beginning on or about _____ and terminating on or about _____, for a total of not to exceed **189** days.

II. **DISTRICT** shall pay **TEACHER** in accordance with the following salary schedule:

| CLASSIFICATION | EDUCATION LEVEL | EXPERIENCE STEP | ANNUAL SALARY RATE | FTE |
|----------------|-----------------|-----------------|--------------------|-----|
|----------------|-----------------|-----------------|--------------------|-----|

Payable in either twenty (20) or twenty-four (24) (elect one) equal payments, the first to be made On _____, with subsequent payments made on or before the 8 and the 23 of each month, less the contributions required by law and those to be paid to the Teacher’s Retirement Fund, and less other proper deductions for loss of time.

- III. **TEACHER** is obligated to abide by the code of ethics and the professional teaching standards adopted by the Professional Teaching Practices Commission.
- IV. Both parties agree that the **DISTRICT** is bound by the provisions of Title 14 of the Alaska statutes, as they pertain to Borough School Districts and **TEACHER** is bound by the same as they apply to Borough **TEACHERS**, and by the rules and regulations of the **DISTRICT**.
- V. **TEACHER** represents that they hold all certificates and other qualifications required by law to be employed as a **TEACHER**; they understand that this credential must be registered in the office of the Superintendent of the **DISTRICT** by the first day of employment with the **DISTRICT**. Contract to be terminated without penalty to the **DISTRICT** should the **TEACHER** fail to obtain a valid certificate in accordance with 4 AAC 12.
- VI. **TEACHER** agrees to the following oath of allegiance as prescribed by AS 39.05.045:

615 CONTRACT OF EMPLOYMENT (cont'd)

“I do solemnly swear (or affirm) that will support and defend the Constitution of the United States and The Constitution of the State of Alaska, and that I will faithfully discharge my duties as a teacher as to the best of my ability.”

Or, if the teacher is not a U.S citizen, the following:

“I do solemnly swear (or affirm) that I do not advocate the overthrow of the constitutional form of government of the United States or Alaska, and that I will faithfully discharge my duties as to the best of my ability”.

- VII. This contract to be terminated without liability to the employing **DISTRICT** should the **TEACHER** fail to discharge the duties imposed either through incapacity or disability, or for cause as determined by AS 14.20.170.
- VIII. This contract to be terminated without penalty to the employing **DISTRICT** should it become necessary to eliminate the position because of a decreased enrollment or funding; provided at least thirty (30) days written notice is given; and provided further that, in hardship cases, the employing **DISTRICT** may, in its discretion, afford such compensation as it deems necessary, but not to exceed payment for twenty (20) days of service at regular contract per diem rate.
- IX. **TEACHER** may be obligated to pay \$1000 in liquidated damages if the **TEACHER** breeches this agreement as provided in Item 610: INDIVIDUAL EMPLOYMENT CONTRACT of the Negotiated Agreement.
- X. **TEACHER** agrees to join the Sick Leave Bank as per the terms of Item 530: SICK LEAVE BANK in the Negotiated Agreement.
- XI. **TEACHER** authorizes deductions for the Teachers’ Retirement System, if eligible.
- XII. The contract becomes void if the **TEACHER** does not return an electronically accepted copy to the **DISTRICT** within thirty (30) days of receipt.

BOARD MEMBER

BOARD MEMBER

TEACHER

MAILING ADDRESS

625 RIGHT TO ACCOMPANIMENT

If, during the course of a meeting with an administrator, an employee feels the need for assistance or believes they are facing or may face disciplinary action, the meeting will be recessed for a reasonable period of time until an Association representative or another readily available employee of their choice can be found to accompany them for the remainder of the meeting. During meetings, the Association representative may support the employee as allowed under the employee's Weingarten Rights.

The District and the Association recognize the importance of collaborative training on Weingarten Rights for employees.

The District and the Association further recognize that there may be circumstances where additional representation may be beneficial. In such cases, additional accompaniment may be permitted when mutually agreed upon by the District and the employee.

627 DUE PROCESS

No employee shall be disciplined without just cause.

628 INTENT TO RENEW

- I. Employees shall submit, through the employment portal, a notice of intent to renew or not renew their contract, or indicate preferences for future placement (see Item 630: EMPLOYEE REASSIGNMENT PROCEDURE) no later than December 15.

Submission of this notice does not constitute a formal resignation. Employees who are considering separation at the end of their contract are encouraged to indicate that intent to assist the District with preliminary recruitment planning.

- II. Employees who are retiring from the District through the State of Alaska Teachers Retirement System Tier II/III are encouraged to provide early written notice of retirement. If the employee provides written notice of retirement by December 1, they will be entitled to a \$1,000 stipend payable on their final paycheck. If the employee provides written notice of retirement by January 1, they will be entitled to a \$500 stipend payable on their final paycheck.

629 NOTICE OF VACANCIES

- I. All vacancies of certificated positions that occur during the school year for the following year will be advertised for a minimum of three (3) days. Vacancies will be posted on the District website and sent through district email to employees. To be considered for any of these positions, an employee must apply in the electronic application process.
- II. After July 15, the District will advertise and post all employee vacancies for two (2) days. To be considered for any of these positions, an employee must apply in the electronic application process.
- III. After August 1 hires and transfers are at the discretion of the Superintendent.
- IV. If a position comes open after the first school day and is filled by a new hire, that position is open for transfers the following school year. This transfer option is available only to those employees who expressed an interest in writing during the first thirty (30) days after the position was filled.
- V. The District and the Association recognize the value of hiring bargaining unit employees. The District will make reasonable effort, as determined by the District, to recruit qualified bargaining unit employees before subcontracting or offering residency waivers. It is the priority of the District to hire in-person bargaining unit employees. Residency waivers with bargaining unit employees may be considered prior to subcontracting.

When a posted vacancy has not resulted in a direct hire, the District shall notify the Association of subcontracting the bargaining unit work.

629 EMPLOYEE REASSIGNMENT PROCEDURE

I. Considerations

- A. Reassignment is defined as movement within a building.
- B. Reassignment may also include an increase or reduction in contracted hours when that change is beneficial to the program and agreed upon by both the Unit Administrator and employee.
- C. When reassignment is being considered, qualifications shall include evaluations, experience, formal training, any applicable state or federal standards for employees in that position, and length of service.

II. Voluntary Reassignment

- A. Not less than annually, building/unit administrator(s) will seek input from individual employees regarding their preferences for open assignments. Employees are to communicate with their building/unit administrator(s) regarding their assignment preference(s).
- B. When a certificated position in a unit becomes vacant, the unit administrator shall inform unit employees of the vacancy no less than one (1) day prior to the position being posted. Such a notice is for the purpose of allowing employees to express their interest in the position.

III. Involuntary Reassignment

The District and the Association recognize that some involuntary reassignments of an employee within a school may be in the best interest of the District. The procedure shall be as follows:

- A. Written notice of an involuntary reassignment for the coming year should be given to the employees as soon as practicable and not later than the end of the school year.
- B. If an involuntary reassignment becomes necessary during the week prior to the start of school, or during a current school year, the employee involved shall be given four (4) extended contract days to prepare for the new position. Additional days will be given at the Superintendent's discretion. Approved retraining shall be at District expense.
- C. Employees involuntarily reassigned shall be provided written reasons for the reassignment upon request. Involuntary reassignments shall not be used as a disciplinary action.
- D. Employees who have been involuntarily reassigned shall be informed of open positions via the notice of vacancy (Item 629: NOTICE OF VACANCIES). Involuntarily reassigned employees are encouraged to apply for any positions in which they are interested.

629 EMPLOYEE REASSIGNMENT PROCEDURE (cont'd)

- E. All formal evaluations of an employee who has been reassigned involuntarily shall, if requested:
 - 1. Contain a statement of the circumstances
 - 2. Reflect the efforts of the employee to get the training necessary to become qualified in that position.
- F. When possible, employees who have been involuntarily reassigned may be provided an opportunity to return to their previous position.

630 EMPLOYEE TRANSFER PROCEDURE

The District has the right to transfer any employee as reasonably necessary to any school within the District provided that the employee is qualified in the new position.

I. Definitions

A. Transfer is defined as movement from building to building.

II. Reassignment may occur before new positions become open for transfer.

III. Voluntary Transfer

A. Recognizing the desirability of filling vacancies and new positions from within the District's own employees, the following policies shall be followed when employees are qualified:

1. Employees shall have equal access to the employee transfer procedure.
2. District certificated employees shall be given preference when requesting positions within the District for which they are qualified.
3. When a position opens and a qualified employee of the District has applied for the position, that employee will be considered for the position.
4. All qualified employees being considered for transfer will be interviewed by the unit administrator, district administrator, or unit hiring team.
5. When employees are being considered, qualifications shall include evaluations, experience, formal training, any applicable state or federal standards for the position, and length of service. The transfer will be granted, provided the employee is the most qualified among those being considered for the position. If two employees are determined to be equally qualified, the employee with seniority shall be granted the position.
6. If the transfer is denied, the employee, upon request, will be provided with written reasons for the denial.
7. Transfers after August 1 are at the discretion of the Superintendent.
8. If a position comes open after the first school day and is filled by a new hire, the position is open for voluntary transfers the following school year. This voluntary transfer option is available only to those employees who expressed an interest in writing during the first thirty (30) days after the position was filled

630 EMPLOYEE TRANSFER PROCEDURE (cont'd)

IV. Involuntary Transfer

- A. The District and the Association recognize that some involuntary transfers of an employee from one school to another may be in the best interest of the district.

Involuntary transfers are undesirable by all parties and should be avoided to the maximum extent possible but, when necessary, the District and Association will make every effort to ensure that the process is completed in a supportive manner.

When involuntary transfers are determined to be necessary by the District, the District shall consider multiple factors, including programmatic needs, certification and endorsements, employee experiences, student needs, knowledge of the school or unit, and length of service with the District. No factor alone will be used to make a decision for involuntary transfers.

B. Transfer Procedure

1. Voluntary transfer will be used prior to the use of involuntary transfer prior to August 1.
2. Written notice of an involuntary transfer shall be given during a scheduled meeting, to employees as soon as practicable but not later than the end of the school year.
3. If an involuntary transfer becomes necessary after the end of the school year, or during a current school year, the employee involved shall be given fourteen (14) days notice, exclusive of holidays, before the transfer occurs and shall be provided three (3) to seven (7) contracted preservice or in-service days to prepare for the new position. The employee and Superintendent may agree to a greater or lesser number of days. Approved retraining shall be at District expense.
4. Involuntary transfers of existing employees may be used to accommodate the qualifications of the most senior person(s) on the recall list as defined in Item 635: REDUCTION IN FORCE.
5. Employees involuntarily transferred shall be provided written reasons for the transfer. Involuntary transfer shall not be used as a disciplinary action.
6. After notification of transfer, the Superintendent shall meet with the employee upon their request, up to a maximum of seven (7) days after the notice, at which time the employee may request reasons for the transfer be placed in their permanent file.
7. Employees who have been involuntarily transferred shall be informed of open positions via the notice of vacancy procedures (Item 629: NOTICE OF VACANCIES).

630 EMPLOYEE TRANSFER PROCEDURE (cont'd)

8. All formal evaluations of an employee who has been transferred involuntarily shall, if requested:
 - i. Contain a statement of the circumstances
 - ii. Reflect the efforts of the employee to get the training necessary to become qualified in the position.
9. When possible, an employee that is involuntarily transferred will be provided the opportunity to return to their previous position.

C. Rural Involuntary Transfers

1. It is agreed that employees assigned to schools in town shall not be involuntarily transferred to rural schools.
2. Any employee involuntarily transferred from one rural school to another, or from a rural school to town, shall have moving expenses paid by the District as required by state law.
3. When spouses/domestic partners are employed in rural schools, the District agrees not to involuntarily transfer one of the employees. However, the couple may be transferred to another location.

635 REDUCTION IN FORCE

I. Introduction

In the event it becomes necessary to have a staff reduction, in accordance with AS 14.20.177, the procedure below shall be followed.

II. Definitions

- A. Reduction in Force (RIF) for the purposes of this agreement means a staff reduction pursuant to AS 14.20.177.
- B. "Seniority" means an employee's length of continuous service in years, months, and days with the District. Seniority shall accrue from the first date of work under the employee's approved contract that initiated continual employment. Such action shall be retroactive if the employee is currently employed. Seniority is further modified or defined by the following:
1. Time spent on unpaid or paid leave shall count toward seniority.
 2. Seniority earned as an employee shall be retained so long as the individual remains an employee of the District.
 3. Seniority of part-time employees shall not be prorated but rather shall be treated as if they had always been employed on a full-time basis.
 4. Ties in length of service shall be resolved by lot.
 5. An employee hired to replace an employee on a leave of absence or sabbatical leave is not defined to have seniority over a regular first year employee. These leave replacement employees will be placed at the bottom of the seniority list as follows: first hired, highest seniority. In recalling employees from this category, the desired content endorsement is an additional qualification. Such an employee shall be notified by letter, at the time of hire, that they are replacing an employee on leave of absence or sabbatical leave and the name of the employee they are replacing shall be specified in the letter. A copy of the letter shall be forwarded to the Association within thirty (30) days of hire. If the employee named in the notification letter does not return to the District, the leave replacement employee becomes a regular employee for seniority purposes.
- C. "Layoff" means an unpaid, involuntary, suspension of employment caused by a reduction in staff.
- D. "Recall" means the right to return to service during the layoff period. Recall shall be available to the laid off employee for three years, commencing on the opening day of school in the calendar year in which the employee was laid off.

635 REDUCTION IN FORCE (cont'd)

- E. "Qualified" for the purposes of this item shall be defined by criteria set forth in AS 14.20.177.
- F. "Seniority List" means a District-wide list specifying each employee by the order of seniority as per item no. 2 above. The list shall be prepared by the District, and a copy shall be provided to the Association by November 1 each year, if so requested.

III. Preventative Procedures

If a RIF becomes necessary, the District shall, to the extent possible, first try to place the employee in another available vacant position for which they qualify, then use attrition, then give special consideration to any employee request for unpaid leaves, then allow job sharing, then solicit volunteers for leave of absence. To effectuate this procedure the following shall occur:

- A. The District shall, through a letter of intent at least two (2) weeks prior to the date by which the employee must be notified of nonretention, canvass the employees to determine which, if any, employee(s) intends to resign (or retire) effective at the conclusion of the school year, as per the provisions of Item 640: NOTIFICATION OF NON-EMPLOYMENT of this agreement.
- B. If the number of voluntary resignations and approved leaves of absence is not sufficient to eliminate the need for a RIF, the District shall accept applications from individuals who would like to share a single position. Employees who volunteer to job share will each receive the appropriate proportion of their annual salary. Such employees will also, for the purposes of seniority, receive credit for a full year's service for each year they are involved in job sharing caused by a RIF. Once an employee has elected to job share, the employee is bound by that election unless recalled to a full-time position.
- C. If the number of voluntary resignations and approved leaves of absence is not sufficient to eliminate the need for a RIF, the District shall seek and consider additional requests for leave of absence and shall agree to provide any such volunteers insurance, as per Item 406: LIFE INSURANCE and Item 410: HEALTH INSURANCE of the agreement (if allowed under the group insurance contract), for the duration of the leave of absence.
- D. This provision is not available to employees who have applied for and been granted leave of absence under Item 545: LEAVE OF ABSENCE of this agreement.
- E. The insurance benefit will be terminated if the person on leave applies for unemployment compensation.

635 REDUCTION IN FORCE (cont'd)

- F. If the number of voluntary resignations and approved leaves of absences are not sufficient to eliminate the need for RIF, the District shall solicit personnel for voluntary lay-off. Volunteers shall be placed on a priority substitute list. They will be called based on seniority and paid at the prevailing substitute rate. Those persons volunteering for layoffs will be placed at the top of the recall list on the basis of their seniority.

IV. Initiation of RIF

The District shall notify the Association of any potential need for a RIF at least thirty (30) days prior to any employees receiving notification of layoff. Accompanying the notice shall be supporting documentation used by the District to conclude that a RIF may be necessary.

V. Layoff Procedure

- A. In the event that the procedure specified in Section D above fails to eliminate the need for a RIF, the least senior employee, pursuant to the seniority list, shall be notified in writing that they are to be placed on layoff. Such notice shall be given by May 15 or by the date required by state law. This process will continue until the required number of employees are placed on layoff.
- B. Laid off persons will be eligible to enroll in COBRA health insurance coverage at the group rate at the employee's expense. This level of health insurance benefits shall be the same as the regular District health plan offered to certificated staff.
- C. If one of the laid off persons holds an endorsement in Special Education and no one in the District holds the necessary endorsement to fill the position, the next person on the seniority list may be laid off instead.
- D. If a person holds a position in which no other employee can demonstrate that they can perform the duties, or has actually taught the subject, the laid off person may be retained and the next person on the seniority list may be laid off.
- E. Notwithstanding the provisions of this agreement, if there is a reduction in staff, it is agreed that minority employees employed as a result of affirmative action goal shall not be reduced in the percentage greater than the percentage of employed minority employees.

VI. Recall Rights

- A. Employees who have been laid off shall be entitled to a hiring preference for any vacant position(s) for which they are qualified.

635 REDUCTION IN FORCE (cont'd)

- B. Vacant positions shall be offered to laid off employees in the inverse order of layoff according to qualifications. In the event the most senior laid off employee is unqualified for a recalled position, the District will make every effort, by the transfer of current staff, to create a position for which the most senior laid off employee is qualified.
- C. It is the responsibility of the laid off employee to provide the District with a current mailing address and phone number, and failure to do so may be sufficient reason to remove them from the seniority list.
- D. All rights and benefits to which an employee was entitled at the time of layoff, including unused accumulated sick leave and privileges under the nonretention statutes shall be restored to the employee upon returning to employment.
- E. For purposes of salary step placement, the employee, on reemployment, will be credited with all previously credited service. Any educational training acquired during the layoff will be evaluated for advancement on the salary schedule according to Item 335: **ADVANCEMENT ON THE SALARY SCHEDULE** of this agreement.

VII. Recall Conditions and Termination of Recall Rights

- A. Offers of recall made to the employee may be verbal or written. The employee upon receipt of the recall offer shall have thirty (30) days to respond. Failure to respond in the time provided or failure to provide the District with a current address and telephone number shall constitute a refusal of the offer and terminate the employee's recall rights.
- B. In the event a laid off employee is recalled to a position, which, based on job requirements, they feel unable to perform, the employee may submit a refusal to the Superintendent for review. If, after administrative review, it is determined that the employee's request is upheld, the District shall not consider this a refusal of recall. The employee's recall rights shall continue. If the employee's request is denied, the District shall notify the employee of denial, and the employee shall be given the opportunity to accept the position. If the employee then refuses the position, their recall rights will be terminated.
- C. Challenges: Any challenge by an employee or the Association to the seniority list must be made within sixty (60) days of the Association's receipt of the seniority list.

640 NOTIFICATION OF NON-EMPLOYMENT

- I. The District shall notify any non-tenured employee it does not intend to re-employ before May 15. This regulation is applicable to teachers who will have completed at least one (1) full year of service to the District at the expiration of their contract.

645 NOTIFICATION OF ASSIGNMENT

The Board of Education agrees that all returning employees will be given a written notification of tentative assignment, including probable grade level and/or subject area and building, prior to or simultaneous with the issuance of contracts.

651 RESIDENCY WAIVERS

The Board of Education has determined there are education and economic benefits derived when District employees reside within the boundaries of the District. The Board of Education must annually approve residency waivers for all employees that do not reside within the boundaries of the District. The Board has the sole discretion to approve or disapprove all such waivers.

653 IN-SERVICES AND WORKSHOPS

- I. During the contracted days, employee attendance at all in-services and workshops is mandatory unless otherwise noted.
- II. Notification for all other in-services and workshops shall state whether attendance is voluntary or mandatory.
- III. The District may require additional in-service days. Should it be determined that these in-services will be offered on dates not already covered by the school calendar, employees will be paid at the employee's daily rate. If these in-service days shorten summer release, they will be scheduled as part of the District calendar adoption process.
 - A. Special Education Department up to five (5) additional in-service days.
 - B. New employees up to three (3) additional in-service days.
 - C. Rural Schools employees up to three (3) additional in-service days.
 - i. All planning and costs associated with these additional Rural in-service dates will be the responsibility of the District.

IV. Building-Level In-service

Every unit administrator shall meet with their instructional staff to discuss and plan the content of the in-service for that unit. Recommendations for unit in-service shall occur within the first thirty (30) days of each school year.

V. Employees of Rural Schools

If attendance by employee couples in Rural Schools or a single parent employee is mandatory for District in-service or workshops, dependent child travel and housing will be paid by the District if needed.

For events that are optional, the District will make an effort to allow for virtual attendance (scheduling, videoconferencing, etc.) by employees of Rural Schools or, when that is not feasible, will provide an alternative for employees of Rural Schools.

655 PAYROLL

I. Employees will be offered a choice of a ten (10) or twelve (12) month payroll. If a scheduled payday occurs on a holiday or weekend, payment will be made on the business day prior to the scheduled payday. Leave and earnings statement will be distributed on each payday.

A. Employees will be paid on the 8 and 23 of each month.

II. Employees on the twenty-four (24) payment plan have the right to request and receive their final payments by July 1 following the end of the school year with two weeks' notice to the business office.

Should an employee find themselves in hardship circumstances due to this two-week notice, an appeal for change may be made to the Superintendent.

III. All employees will participate in the direct deposit program. Employee earnings will be available at the opening of bank business on payday.

660 PAYROLL DEDUCTIONS

Payroll deduction services will be provided to all employees. A uniform authorization procedure shall be established by the Administration for these voluntary deductions in equal amounts from each paycheck and their transmittal to the appropriate payee, within a reasonable amount of time. Employees will be permitted to change voluntary deductions. These deductions will take effect on the following pay period.

665 PREPARATION PERIOD

- I. A preparation period will be granted each secondary employee by designating one of the student periods as their preparation period. Each day that this period is contained in the daily schedule, the employee will be given this period for preparation. Preparation periods will be duty-free without the presence of students. (A student period shall be defined as one of the class periods of the master schedule.) Preparation periods will not be assigned during the zero hour except by mutual consent. A secondary employee is defined as teaching grades six (6) through twelve (12).
 - A. When the District and a full-time secondary employee agree on a contract addendum that the employee will teach a class during their prep period, the employee will have a FTE calculated consistent with Item 608: PART-TIME EMPLOYEES for the period of the time that the addendum is in effect. For example, teaching six (6) periods in a six (6)-period schedule of equal length will result in a FTE of 1.2. If the District and employee agree to an addendum as provided in this section, the District shall inform the Association or the Association may request the information but the District shall not be required to advertise the addendum.
 - B. To help alleviate the substitute shortage, a secondary employee and the District may agree to an alternative addendum which would allow a secondary employee to provide substitute coverage in a colleague's class during their preparation period at a rate of forty-five dollars (\$45) per hour.
 - i. After ten (10) days of providing substitute coverage during their prep, the employee will be paid at their daily rate or forty-five dollars (\$45) per hour, whichever is higher.
- II. Every K-5 elementary employee will be given preparation time of not less than two hundred and twenty-five (225) minutes per week during the student day. Preparation time will include at least forty (40) consecutive minutes daily and will be duty-free without the presence of students. The schedule is to be determined on a school-by school-basis.
- III. A sixth-grade teacher's amount of preparation time is determined by building location. If sixth grade is located in the middle school, preparation time will align with Item I; if located in the elementary schools, preparation time will align with Item II.
- IV. In schools of four (4) or less employees, the student day will be adjusted so that the preparation period may be provided at the end and/or beginning of the day in blocks of time no less than 40 minutes duty free without the presence of students.
- V. Non-classroom employees will be given preparation time of not less than two hundred and twenty-five (225) minutes per week duty free without the presence of students. Because non-classroom employees are often responsible for their own schedule, if a non-classroom employee does not believe they are receiving two hundred and twenty-five (225) minutes preparation time, the employee shall meet with their unit administrator to work out a schedule that provides two hundred and twenty-five (225) minutes preparation time.

670 BOARD OF EDUCATION POLICY MANUAL

An updated copy of the Board of Education Policy Manual will be made available to all employees.

672 EMPLOYEE EVALUATION

- I. Because the Board of Education values employee input, an Evaluation Committee comprised of Association and District representatives will be convened to review the evaluation procedure annually by April 1, with revisions completed and a recommendation given to the Board of Education for approval at, or prior to, the Board of Education June Regular Meeting date of the same year.
- II. Employees will be evaluated in accordance with the District’s evaluation procedure and the requirements of state law and the regulations of the Department of Education and Early Development.
- III. The evaluation must clearly indicate when information other than specific observations by the evaluator has been used and clearly identify the source and the information.
- IV. A brief summary of the evaluation document will be distributed to all employees annually.

675 PERSONNEL FILES

I. Permanent Files

All employees' permanent personnel files shall be maintained under the following conditions:

- A. All materials in the employee's permanent file shall be available to the employee for inspection upon request.
- B. Security measures shall be taken to ensure confidentiality of information contained within the permanent file.
- C. Only the Superintendent, the Secretary to the Superintendent, the Assistant Superintendent, the Secretary to the Assistant Superintendent, Human Resource staff, and the employee's unit administrator shall have access to the permanent personnel file without the written permission of the employee. Access to permanent files by the Board of Education shall occur only after authorization by the Board of Education in regular or special session. Authorization must state specific files and purpose for access. Employees shall receive notice of pending Board of Education action.
- D. A standard log shall be maintained for each permanent file to document access. Each person who accesses that file must note their name and date file was accessed.
- E. Material originating within the District which is derogatory to an employee regarding that employee's conduct, service, character, or personality shall not be placed in an employee's file unless the employee has had an opportunity to read the material. The employee shall acknowledge that they have read such material by affixing their signature to the actual copy to be filed within three (3) days of receipt. Such signature does not necessarily indicate agreement with the content of the material. Should the employee fail to sign or refuse to sign any document intended for filing in the permanent file, the Superintendent and Association President shall note the item was filed only after the employee failed or refused to sign the item.
- F. Evaluation forms and other documents pertaining to employee performance and character shall remain in the employee's permanent file, and no such items shall be removed without written notification to the employee and consent by the employee. Removal as used in this section is defined as the permanent removal from the permanent files and not to be considered part of the file.
- G. The employee shall have the right to respond in writing to any material filed, and such response shall be included in the file.
- H. Digitalized files will follow the above procedures.

675 PERSONNEL FILES (cont'd)

II. Unit Files

- A. Unofficial unit files may be maintained from year to year which may contain copies of information filed in the permanent file, memoranda presented to the employee to which the employee has had the opportunity to respond, information such as the employee's names, address, phone number, leave slips and other objective information. This file shall be available for inspection by the employee. Information in the unofficial unit file(s) may be filed annually in the permanent file. For the purpose of this section, a District level department shall be considered a distinct unit.
- B. Only the unit administrators or Superintendent shall have access to the unit file(s) without the written permission of the employee.
- C. In the event an employee transfers to a different unit, or a change in unit administration, information in the unofficial unit file shall be reviewed by the unit(s) administrator(s). With employee permission or by request, portions of a unit file may be transferred to another unit administrator. Remaining information contained in the unit file will be either forwarded to the permanent file or destroyed.

680 ADMINISTRATIVE LEAVE FOR CURRICULUM DEVELOPMENT

When assigned duties concerning curriculum development require time outside normal teaching hours, equivalent administrative leave will be given or in-service time will be used.

685 DUTY-FREE LUNCH

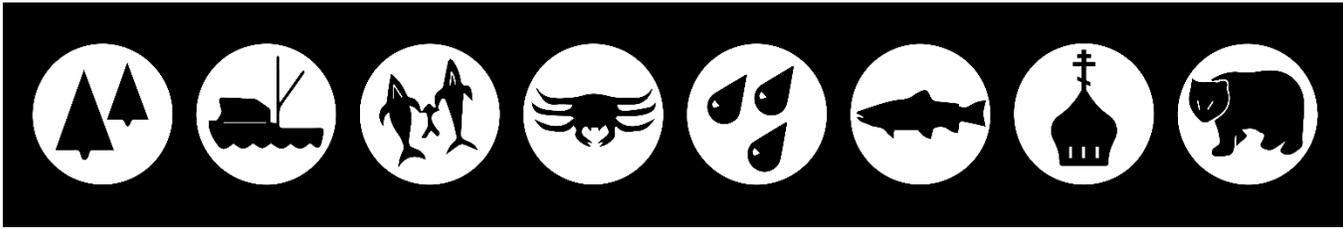
Every employee in a school of four (4) or more employees will be given thirty (30) consecutive minutes of duty-free lunch between the hours of 11:00 a.m. and 1:00 p.m.

690 ADMINISTRATIVE FORMS

Prior to the beginning of each school year, the administration will prepare the administrative forms needed to implement items in this agreement. These forms will be available in each school office and the Central Office during normal office hours.

695 RURAL RENT

- I. The District will provide housing units for rural employees at the following rate per housing unit: one thousand dollars (\$1000) per month.
- II. The District will be responsible for the cost and management of utilities with each rural housing unit except for internet services.
- III. The employee will do an initial check-in with a district representative as designated by the Chief Business Officer and will sign a sub-lease agreement with the District. The employee agrees to pay a security deposit equal to the cost of one month's rent as charged to the District. The security deposit can be paid in a single payment or deducted from the payroll over the remaining pay periods of the contract school year.
- IV. The employee will identify whether they prefer a ten (10)-month (August 15-June 15) or a twelve (12)-month lease. If the employee chooses a ten (10)-month lease, the unit must be completely vacated by June 15.



**KODIAK ISLAND BOROUGH SCHOOL DISTRICT
AND
KODIAK BOROUGH EDUCATION ASSOCIATION**

202~~36~~-202~~47~~

202~~47~~-202~~58~~

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TENTATIVE AGREEMENT REACHED

~~FEBRUARY 28, 2023~~ FEBRUARY 19, 2026

BOARD OF EDUCATION RATIFIED

~~MARCH 20, 2023~~ March 23, 2026

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100 CONTRACT CONDITIONS

105 PREAMBLE

This agreement made and entered into this ~~___~~23 day of ~~_____~~, ~~March~~ 202~~36~~, by and between the Board of Education of the Kodiak Island Borough School District (hereinafter referred to as the “Board”) Party of the First Part, and the Kodiak Borough Education Association (hereinafter referred to as the “Association”). The Board and the Association agree to the following:

110 GENERAL RECOGNITION

Based on evidence to the Board that the Association represents a majority of certificated employees in the bargaining unit, the Board of Education recognizes the Association, Kodiak Borough Education Association, which is a local affiliate of NEA-Alaska and NEA, as provided in AS 23.40.070 as the sole and exclusive bargaining representative for certificated District employees, excluding the Superintendent, administrative personnel, and substitutes. This shall include all full- and part-time employees.

112 DEFINITIONS

Association – the Kodiak Borough Education Association (KBEA), and/or NEA-Alaska as recognized in Item 110: RECOGNITION.

Association Representative – the President of KBEA or designee(s) including but not limited to: officers, executive board members, elected or appointed members who represent the Association at the various work sites throughout the District, and affiliated association staff.

Bargaining Unit- all certificated, non-supervisory employees, as established in Item 110: RECOGNITION

Bargaining Unit Work – work that normally is, or could be, performed by bargaining unit members

“Basic Living Expenses”- ~~means~~ the cost of basic food, shelter, and any other expenses of a domestic partner. The individuals need not contribute equally or jointly to the cost of these expenses as long as they agree that both are responsible for the cost.

Certificated Employee – an educator holding a valid teaching certificate issued by the Department of Education & Early Development (DEED), authorizing them to teach in public schools

Day – calendar day, unless specified otherwise

District – Kodiak Island Borough School District

Domestic Partners - defined as ~~KIBSD-District~~ employees who have a Domestic Partnership Affidavit on file to state that as domestic partners they:

- 1) Currently share the same regular and permanent residence, and
- 2) have a close personal relationship, and
- 3) are jointly responsible for “basic living expenses” as defined ~~below~~^{above}, and
- 4) are not married to anyone, and
- 5) are each eighteen (18) years of age or older, and
- 6) are not related by blood closer that would bar marriage in the State of Alaska, and
- 7) are mentally competent to consent to contract when their domestic partnership began, and are each other’s sole domestic partner and are responsible for each other’s common welfare.

Employee - shall refer to all employees in the bargaining unit represented by KBEA

Employee Self-Directed Work Time (ESDWT) -contracted work time during which an employee determines the professional tasks to be performed without direct assignment, supervision of students, or required meetings apart from meetings that require the legal participation of the employee (e.g., Special Education, 504, GT) and/or safety-related critical incident response meetings

In-Service Day – required professional development provided to employees during the school year or on designated professional development days

112 DEFINITIONS (cont'd)

Seniority – an employee’s length of continuous service in years, months, and days with the District

Subcontract – assignment of bargaining unit work, in whole or in part, to vendors

Superintendent – the Superintendent of the District, or designee(s)

Superintendent’s Cabinet - Term refers to District-level administration who meet regularly with the Superintendent for District-level decision making and advising.

Reassignment- a change in an employee’s assignment within the same school

Rural Teachers – defined as teachers who work and live within the rural school administrative unit. This does not include itinerate staff who live in town or staff on residency waivers.

Rural Schools Schools Employees – worksites including Akhiok, Chiniak, Old Harbor, Ouzinkie, and Port Lions

Remote Work – an employee who performs their assigned duties from a location that is not a Kodiak Island Borough School District worksite. This includes employees whose primary residence is located outside Kodiak Island as well as employees who reside on Kodiak Island but perform their duties from a non-District location.

Transfer – a change in an employee’s assignment between sites, or within a site at the Superintendent’s discretion

Unit Administrator – the administrative head of each building, usually a principal. For rural schools, the unit administrator shall be defined as the administrator in charge of the rural schools. A unit administrator can also be a department level director who supervises and evaluates.

Vacancies – open or unfilled positions or roles that are available to be filled

Workday – an employee’s contracted hours, exclusive of the thirty (30) minute duty-free lunch period and assigned or contracted extra-duty

115 ~~ASSOCIATIONS~~ DEFINITION OF RIGHTS AND RESPONSIBILITIES

~~I. Board Responsibilities~~

~~The Board, acting on behalf of the electorate of the Kodiak Island Borough School District, retains and reserves all powers, rights, authority, duties, responsibilities conferred upon and vested in it by the regulations of the State Board of Education, Alaska State Statutes, the Constitution of the State of Alaska, and the United States. The Board will execute policy in accordance with such statutes and the Association recognizes that the Board has full legal responsibility and authority pursuant to Title 14.~~

II. RIGHT TO JOIN OR NOT TO JOIN

- A. ~~Teachers~~ Employees shall have the right to form, join or assist professional employees' organizations, and to participate in professional negotiations with the Board of Education through representatives of the Association or to refrain from any of these rights.
- B. There shall be no reprisals of any kind taken by the Association or members thereof or by administration taken against any party of interest or their representative, or any other participant in the negotiations procedure, by reason of such participation. Formal evaluation documents will not reflect participation or non-participation in professional employees' organization activities.

~~C. Duty authorized representatives of the Association shall have the right to post notices on bulletin boards provided in school buildings for that purpose and shall have the use of the faculty mailboxes and email accounts for communications relative to negotiations, notices of the Association's meetings or elections, results of elections or appointment of officers, and notices of social, educational and/or recreational activities, provided that no interference with the instructional program would be occasioned. A list of such authorized representatives shall be provided to the Superintendent each year by the Association by September 15.~~

~~III. Exchange of Information~~

~~Upon reasonable request through the Superintendent's Office or the KBEA President the parties shall provide each other with available information regarding items introduced or to be introduced at the negotiation table.~~

II. CONTRACTUAL OBLIGATIONS

- A. The Association agrees that during the life of this agreement, its agents or its bargaining unit members will not authorize or engage in any work stoppage or strike against the ~~school district~~ District. The ~~school district~~ District agrees that, during the life of this agreement, there will be no lockout.

115 ASSOCIATIONS RIGHTS AND RESPONSIBILITIES (cont'd)

III. USE OF FACILITIES, SYSTEMS, AND BULLETIN BOARDS

- A. Requests for access by Association representatives to facilities for the purpose of conducting Association business will be granted by the Superintendent at no charge provided that no interference with the instructional program or additional costs would be occasioned by the granting of such requests.
- B. Duly authorized representatives of the Association shall have the right to post notices on bulletin boards provided in school buildings for that purpose and shall have the use of the faculty mailboxes and email accounts for communications relative to negotiations, notices of the Association's meetings or elections, results of elections or appointment of officers, and notices of social, educational and/or recreational activities, provided that no interference with the instructional program would be occasioned.

IV. ASSOCIATION MEETINGS

- A. Upon request of the Association President, all employees shall be authorized the use of up to fifteen (15) minutes of contracted duty time every month for the purpose of holding meetings. Any employee not in attendance shall be expected to remain at their normal duty station for the remainder of the duty day. The Board of Education and Superintendent are welcome to attend meetings held during contracted duty time, but the Association reserves the right to exclude non-members from certain business portions of the meetings.

V. EMPLOYER INFORMATION

- A. The Board of Education agrees to make available to the Association, at the Superintendent's office, a copy of all material that is not specified as confidential by the Superintendent which is prepared for the Board of Education prior to all regular or special sessions.

VI. ASSOCIATION MEMBERSHIP DUES

- A. The Association will advise the District of the amount of the Association membership dues by September 1 of each school year.
- B. The District will send the Association President the bargaining unit list including name, work site, work email address, and member status by September 15, December 15, and April 15.
- C. For each employee who affirmatively consents to deduction of Association Membership dues, the District shall deduct an amount equal to the Association membership dues from the paychecks of each employee, commencing with the first paycheck in November or within 30 days of the employee's initial employment date (whichever occurs later), and ending no later than April 23. Such deductions will be in equal amounts and immediately transmitted to the Association.
- D. With each transmittal, the District will furnish the Association with a list showing the names of all employees from whose salary membership dues have been deducted and the amount deducted from each employee.

115 ASSOCIATION RIGHTS AND RESPONSIBILITIES (cont'd)

- E. The District agrees to notify the Association electronically within ten (10) days of receipt of any written objection regarding any claim, demand, suit, or other for of liability regarding implementation of the provisions of this article.
- F. Upon issuance and transmission of membership dues payments to the Association, the District's responsibility and liability shall cease with respect to deductions covered thereby. The Association hereby undertakes and agrees to indemnify, defend, and hold harmless the Board of Education, the School District, administration, officers, agents and employees from all claims, demands, suits, grievances, or other forms of liability that may arise against or on account of any deductions made from the wages of such employee.
- G. Association dues shall be deducted without cost to the employee or Association.
- H. Should an employee choose to terminate their membership or stop dues deductions, they shall notify payroll and the Association.
- I. Association membership is from September 1 through August 31 and is continuous from year-to-year unless terminated by the employee.

116 BOARD OF EDUCATION RESPONSIBILITIES

The Board of Education, acting on behalf of the electorate of the Kodiak Island Borough School District, retains and reserves all powers, rights, authority, duties, responsibilities conferred upon and vested in it by the regulations of the State Board of Education, Alaska state Statutes, the Constitution of the State of Alaska, and the United States. The Board of Education will execute policy in accordance with such statutes and the Association recognizes that the Board of Education has full legal responsibility and authority pursuant to Title 14.

117 EXCHANGE OF INFORMATION

- I. Upon reasonable request through the Superintendent's Office or the KBEA President, the parties shall provide each other with available information regarding items introduced or to be introduced at the negotiation table.
- II. A list of authorized association representatives shall be provided to the Superintendent each year by the Association by September 15.

120 NONDISCRIMINATION

The Board of Education agrees not to discriminate against an ~~un-certificated~~ employee for representing the Association in any lawful capacity provided such activities are not carried on so as to interfere with the normal work process.

The Board of Education and the Association agree that this agreement shall be applied without regard to sex, race, color, religion, national origin, ancestry, sexual orientation, gender identity, marital or partnership status, changes in marital or partnership status, pregnancy, parenthood, physical or mental disability, veteran status, genetic information, or any other legally protected classification except as provided by law.

125 EFFECT OF AGREEMENT

I. Complete Agreement

It is agreed that this document contains the full and complete agreement on all bargained issues between the parties hereto and for all whose benefit this agreement is made, unless both parties mutually agree to amend in writing the terms and conditions contained herein.

II. Conformity to Law

If any article of this agreement is held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any article is restrained by such tribunal, the remainder of this agreement shall not be affected thereby. The parties agree that any portions of this agreement rendered invalid by operation of law or by any tribunal of competent jurisdiction will be automatically amended to comply with the law or tribunal ruling.

130 COMPILATION OF AGREEMENT

- I. A final report of the agreement shall be compiled by the administration and presented to the Association for review and agreement on format. ~~Before printing, a cost estimate will be prepared by the administration and presented to the Association for review. If the cost estimate is unsatisfactory to the Association and the Association can obtain a lower cost for the printing, then the Association will assume the responsibility for the printing. The cost of this printing shall be borne equally by the Association and the School Board. The District will post an updated copy on the District website within thirty (30) days of final Board of Education approval. The Association shall provide one printed copy for each work site.~~
- II. It shall be the responsibility of the Association to disseminate the agreement to its membership.
- III. ~~Upon request, the administration will give the Association a list of new teachers on the first school day of each year. The Association will be granted one (1) hour at the beginning of the year new employee In-service, excluding the lunch break, for the purpose of sharing the Agreement and information about the Association. The District shall provide a list of new employees to the Association at least ten (10) days in advance of any new employee orientations.~~
- IV. Upon request, the administration will give the Association a list of new ~~teachers-employees on prior to the first school day of each year~~ New Teacher In-service.

135 CONTINUATION OF ITEMS

- I. The following items as written in this agreement shall remain in effect after the termination of this agreement. Each item will remain in effect until a new agreement is reached unless there is a work action (disruption of the teaching process) or work stoppage by the Association or member(s) thereof; the items listed below would be discontinued (for the period of the action) for those employees who participate in such action.
 1. All payroll and approved payroll deductions
 2. Rural travel reimbursement
 3. All employee insurance plans
 4. Mileage reimbursement
 5. All leave provisions
 6. Sick leave bank
 7. Grievance procedure
 8. Added duty pay
 9. Tuition reimbursement for approved courses
 10. ~~Teacher-Employee~~ lay-off procedure
 11. Procedure for advancement on the salary schedule
 12. Rural rent
- II. All other items will be terminated if either of the parties terminate the negotiated agreement.

140 DURATION OF AGREEMENT

This agreement shall be effective as of July 1, 202~~63~~⁶ and shall continue from year to year thereafter unless either party serves notice to the other party of interest their intention to delete, add to, alter, or amend on June 30, 202~~96~~⁶. Such notice must be given prior to November 3, 202~~85~~⁵. Upon completion of negotiations, those agreed-to items and articles shall be incorporated into the new agreement.

Upon giving such notice, a joint conference shall be arranged by January 25 of that school year for the requested negotiations.

Agreed upon this 23 day of March, 202~~36~~⁶.

Kodiak Borough Education Association

Kodiak Island Borough School District
Board of Education

200 NEGOTIATIONS AND GRIEVANCE PROCEDURES

205 NEGOTIATIONS PROCEDURE

I. Meetings and Use of Consultants

- A. The negotiating meetings may be held in closed session upon mutual agreement by both parties, but all final agreements shall be made at a public meeting of the ~~School Board~~Board of Education. The first meeting will be held in closed session. The ground rules will be developed and signed-off prior to the beginning of formal negotiations. During this first meeting the Association and the ~~Board~~District will designate team members and spokespersons for the pending period of formal negotiations. Also, at this time, each party will submit a listing (table of contents) of each item it wishes to place in the new agreement. No item will be the proper subject for negotiations unless contained in either list. Each item listed will be classified according to one of the following categories: a) unchanged, b) changed, c) deleted, or d) new. During the course of this meeting, any items from the respective lists found to be unchanged by both parties or deleted by both parties, shall be signed off by the respective spokespersons from each party. The signed-off item(s) will then represent tentative agreements to be included in the new agreement. During this initial negotiation meeting the parties will submit their proposals that set forth the modifications, additions, or deletions to be negotiated.
- B. Consultants may be called upon by either party and utilized on the negotiation of any matter being considered by the negotiation committee. The party employing such consultants shall give notice of their intent to use such consultants in the meeting prior to their use. Consultants shall present only factual information. Costs and expenses resulting from the use of such consultants shall be borne by the party engaging their services.

II. Negotiating Team

- A. No more than five (5) designated representatives of the ~~Board~~District will meet with no more than five (5) representatives of the Association for purposes of negotiations. All negotiations shall take place exclusively between the designated representatives of the parties. Administrative leave will be allotted to the designated negotiating team for negotiations held during school time.
- B. The ~~Board~~District and Association agree to participate in “good faith” negotiations.
- C. The Association and the ~~Board of Education~~District agree that matters pertaining to the employment of the ~~teachers-employees~~ and to the fulfillment of their professional duties shall be considered proper items for negotiations.
- D. During negotiations each KBEA member on the team will be given fifteen (15) days of Administrative Negotiations Leave at no cost to the Association or employee (e.g., five (5) members given fifteen (15) days each = seventy five (75) total days.
- i. The leave amount can be adjusted by mutual agreement.

205 NEGOTIATIONS PROCEDURE (cont'd)

- ii. If negotiations go over the need for fifteen (15) collective days, KBEA team members will be able to use KBEA Association Leave.
- iii. If additional days are needed in excess of the KBEA Association Leave, KBEA will reimburse the District two hundred and fifty (\$250) per day per substitute needed.

III. Collaborative Negotiation Option

As outlined in item 140, if either party to this agreement serves notice to the other party of interest their intention to delete, add to, alter, or amend this agreement the parties agree to discuss the format and the negotiation procedure.

By mutual agreement the parties may engage in collaborative models and allow an Officer of KBEA, a member of the Superintendent's Cabinet, and/or member of the Board of Education to observe.

IV. The Agreement

- A. When agreement is reached between the negotiation teams on all proposals, the proposed agreement shall be reduced to writing and submitted and recommended first to the Association for ratification within thirty (30) days. After ratification by the Association, the agreement shall be recommended to the Board of Education. The Board of Education will take action at its next regular or special meeting. Upon approval and necessary action by the Board of Education or its authorized agents, the terms of the agreement shall be implemented.
- B. Negotiations may be requested by either party prior to November 1 of the school year in which the contract may be terminated. The first negotiations meeting shall be arranged and held after January 1 but no later than January 25 of the same school year. Meetings shall be held as necessary at times and places agreed upon by the parties.
- C. Requests for meetings from the Association will be made directly through the Superintendent to the Board of Education President or their representative. Requests for meetings from the Board of Education President or their representative shall be transmitted through the Superintendent to the Association President. Negotiations shall be conducted between the first meeting in January and March 15. It is agreed that the first negotiations meeting cannot be held after January 25 without the concurrence of both parties.

V. Resolving Differences

In the case an agreement has not been reached in negotiations by March 15, the parties shall follow the impasse procedure. The March 15 deadline can be extended by mutual agreement.

210 IMPASSE PROCEDURE

- I. Upon the written request for mediation by the Association or the ~~Board~~District, and upon certification by the requesting party that good faith negotiations have reached an impasse, the following occurs:
 - A. Within seven (7) days of the certification, the requesting party shall ask the United States Federal Mediation and Conciliation Service to serve as the agency to resolve the dispute. In the event the Federal Mediation and Conciliation Service implements charges for the services of the federal mediator, charges for such mediator would be borne equally by both parties.
 - B. The mediator shall chair all mediation meetings between the disputing parties and attempt to resolve the differences between the disputing parties and reach common acceptance of terms and conditions or other items in dispute, wherever possible.
 - C. Each party to the dispute may select a team of not more than five (5) persons to present the evidence, thinking and position of the group they represent to the mediator.
- II. If the mediation meetings are held during the school day, ~~teachers-employees~~ representing an employee bargaining agency shall be granted administrative leave for the duration of the meetings.
- III. Should a settlement not be achieved through the mediation process, the parties shall, within a reasonable length of time, resume negotiations. If it becomes apparent that an impasse still exists, the parties will proceed to advisory arbitration as provided by applicable state law.
- IV. Upon receipt of the arbitrator's report, the parties will resume the bargaining process to attempt to reach a settlement.

220 PERSONAL GRIVANCE PROCEDURE

I. Definitions

- A. A “grievance” shall be defined as a written statement made by ~~an aggrieved party~~ a grievant indicating that a controversy, dispute, or disagreement exists arising out of interpretation of, or application of the terms of this agreement.
- B. ~~The term “teacher” may include any individual or group of individuals who are certificated and are employees under contract as set forth in Item 610 and any related EXHIBITS of the Negotiated Agreement.”~~ Grievant” shall refer to an employee as defined in Article 112: DEFINITIONS, a group of employees, or the Association that files a grievance.
- C. ~~The “aggrieved party” shall mean a certificated employee under contract as set forth in Item 610 and any related EXHIBITS of this Negotiated Agreement, or group of certificated employees under contract (excluding administrative personnel) as set forth in Item 610 and related EXHIBITS of this Negotiated Agreement.~~
- ~~CD.~~ A “party of interest” is a person or persons who ~~might be required to take action or against whom action might be taken to resolve a problem~~ are involved with the grievance.
- ~~DE.~~ The term “days” when used in this section shall mean contracted working school days.
- ~~EF.~~ The “~~unit administrators~~ supervisor” is the unit administrator as defined in Article 112: DEFINITIONS. ~~administrative head of each building. In the case of the rural schools, the unit administrator shall be defined as the administrator in charge of the rural schools.~~
- ~~G.~~ ~~The “rural teachers” are defined as teachers who teach at a school within the rural school administrative unit.~~

II. Purpose

The primary purpose of the procedures set forth in this section is to secure, at the lowest level possible, equitable solutions to the problems of the parties. Nothing contained herein shall be construed as limiting the right of any ~~teacher~~ employee having a grievance to discuss the matter informally with any appropriate member of the administration.

III. Procedure

- A. Level One: ~~A teacher~~ An employee with a grievance shall present a written grievance citing the specific section of the Negotiated Agreement alleged to be in dispute to ~~the unit administrator~~ their supervisor and the Association within ~~ten-fifteen~~ (105) days ~~(fifteen for rural teachers)~~ of when they knew or reasonably should have known of the basis for the grievance.

If the immediate supervisor is not authorized to provide a remedy, the supervisor shall immediately forward the grievance to the lowest administrative level that could provide remedy.

~~Within ten (10) working days of receipt of the written grievance, the supervisor or appropriate lowest level administrator shall make their decision with reasons known to the employee, in writing, otherwise, the grievance proceeds to Level Two.~~

~~The unit administrator shall make their decision known to the teacher in writing within ten (10) days of receipt of the written grievance; otherwise, the grievance proceeds to Level Two. If the grievance is not resolved at Level One, the aggrieved shall refer such grievance in writing to the Superintendent within ten (10) days.~~

- B. Level Two: Within ten (10) days after ~~a letter is received from their supervisor or if no decision is received within ten (10) working days, the employee shall submit a written statement of grievance to the Superintendent.~~

~~Within ten (10) days after the Superintendent receives the written grievance, the Superintendent, and any necessary administrators, shall meet with the grievant(s) and the grievant's representative regarding the grievance. The Level Two hearings shall be on the record. Within five-ten (510) days of the completion of the meeting the Superintendent shall render a decision in writing. The Level Two hearing shall be on the record.~~

- C. Level Three: If the grievance is not resolved at Level Two, it may be appealed to the ~~School Board~~Board of Education. This appeal shall be filed in writing within five (5) days following the rendering of the decision at Level Two.

A subcommittee of two (2) members of the ~~School Board~~Board of Education shall meet with the ~~aggrieved party or parties~~grievant(s) and representatives of the Association and ~~the~~three (3) representatives of the administration to hear the grievance within ten (10) days after the appeal is filed. The Level Three meeting will be on the record. The Board of Education subcommittee shall render a decision on the grievance within ten (10) days after the meeting.

No statement shall be available to the public prior to the final resolution of the grievance. Dismissal and nonretention actions are subject to statutory hearings which afford the ~~teacher-employee~~ due process. Therefore, those grievances shall terminate with such a hearing before the Board of Education.

- D. Level Four: If the grievance is not resolved at Level Three, then within ~~ten-twenty (120)~~ days the Association may submit the grievance to ~~the American Arbitration Association (AAA) for~~ binding arbitration.

~~The District and Association shall jointly sign a letter to the American Arbitration Association (AAA) requesting AAA to appoint one arbitrator.~~The parties shall use the

220 PERSONAL GRIEVANCE PROCEDURES (cont'd)

ranking system. The arbitrator shall not have the authority to alter, add to, or subtract from the terms of the agreement. A written decision, ~~without reasons~~, may be requested by mutual agreement. The decision reached by the arbitrator shall be final and binding on both parties.

IV. Miscellaneous

- A. During the pendency of any proceedings and until a final determination has been reached, all proceedings shall be private and any preliminary disposition will not be made public without consent of all parties.
- B. At all levels of a grievance after it has been formally presented, at least one member of the Association shall accompany the ~~aggrieved grievant(s)~~ to any meeting, hearing, appeal, or other proceedings required to process the grievance. ~~In the case of the rural schools the Association may act on behalf of the aggrieved party.~~
- C. With mutual agreement, meetings may be held virtually. ~~In the event of a grievance involving rural teachers, the meetings will be held in the City of Kodiak.~~
- D. A ~~teacher~~An employee may present their grievance within the terms of this grievance procedure and have such grievance adjusted without interruption of the Association provided such adjustment is not inconsistent with the terms of this agreement.
- E. There shall be no reprisals of any kind by the administration or the Association or members thereof taken against any party of interest or their representative, or any other participant in the procedure set forth herein by reason of such participation.
- F. Time limits specified by this agreement may be extended by mutual agreement. In the event that timelines after Level One are not extended by mutual agreement and the ~~aggrieved party~~grievant fails to meet the timelines, the grievance shall be dropped. If the administration does not meet timelines, the grievance shall proceed to the next level.
- G. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the ~~personnel~~permanent files of the participants and shall not be a part of the employee's permanent record.
- H. Decisions rendered at all levels of the grievance procedure will be in writing setting forth the decision and the reasons therefore and will be transmitted promptly to all parties of interest.
- I. The remedy available to any ~~teacher~~employee for any grievance will be pursuant to the grievance procedure, provided, however, that if ~~a teacher~~an employee elects to pursue any legal or statutory remedy for any grievance, such elections will bar any further subsequent proceedings for relief under the provisions of the agreement.

220 PERSONAL GRIEVANCE PROCEDURES (cont'd)

- J. Expenses of the arbitrator and all other expenses of the arbitration proceedings other than those incurred by each party in the presentation of its own case, shall be borne equally by the parties involved.

300 SALARY SCHEDULE AND FINANCIAL BENEFITS

305 SALARY

FY247:

FY247 Effective July 1, 20236, the District shall add ~~\$2500~~two percent (2%) per cell to the 20225-20236 pay scale.

FY247 the District shall pay all full-time certificated ~~teacheremployees~~ who have signed a contract for the ~~2024-2026-2027~~ school year ~~one thousand dollars (\$1000)~~a \$2500, subject to withholding, one-time non-recurring payment as a returning stipend on the June 8, 20236 paycheck. For less than full time, the stipend will be prorated by FTE. A certificated ~~teacheremployee~~ who breaks the contract will be subject to paying back the one-time non-recurring payment of ~~one thousand dollars (\$1000)~~\$2500 to the District. (This will be accomplished via an MOU with the Association upon ratification.)

FY258:

FY258 Effective July 1, 20247, the District shall add one percent (1%) to the 20236-20247 pay scale.

FY258 the District shall pay all full-time certificated ~~teacheremployees~~ who have signed a contract for the ~~2025-2027-2028~~ school year ~~a one thousand dollars (\$1000)~~, subject to withholding, one-time non-recurring payment as a returning stipend on the June 8, 20274 paycheck. For less than full time, the stipend will be prorated by FTE. A certificated ~~teacheremployee~~ who breaks the contract will be subject to paying back the one-time non-recurring payment of ~~one thousand dollars (\$1000)~~ to the District.

FY269:

FY269 Effective July 1, 20258, the District shall add one percent (1%) to the 20247-20258 pay scale.

FY269 the District shall pay all full-time certificated ~~teacheremployees~~ who have signed a contract for the ~~2026-2028-2029~~ school year ~~a one thousand dollars (\$1000)~~, subject to withholding, one-time non-recurring payment as a returning stipend on the June 8, 20258 paycheck. For less than full time, the stipend will be prorated by FTE. A certificated ~~teacheremployee~~ who breaks the contract will be subject to paying back the one-time non-recurring payment of ~~one thousand dollars (\$1000)~~ to the District.

Base Student Allocation Increase Provision:

The FY247 baseline of the Base Student Allocation (BSA) is ~~six thousand six hundred and sixty six dollars (\$6660)~~5960, ~~this is inclusive of the \$30 BSA increase from the 32nd Legislative Session that was passed as part of the Reads Act for support of the Reads Act. Beyond this increase, t.~~The following will apply with any additional BSA increase. This provision applies only for the duration of this agreement and will be sunset on June 30, 20269.

Over the course of this agreement, if the legislation increases the BSA above the established baseline of ~~six thousand six hundred and sixty six dollars \$5960~~(\$6660) for every ~~seven hundred and fifty thousand dollars (\$750,000)~~ increase in revenue there will be ~~1%~~0.5% added to the FY247 pay scale up to BSA amount of ~~seven thousand six hundred and sixty dollars \$6960~~(\$7660). This increase will not compound

305 SALARY (cont'd)

but be based on the FY247 pay scale. Salary schedules will be adjusted based on the percentage increase.

Additional salary:

For the duration of this agreement, the following teaching employee positions will be paid additionally as indicated below:

- A. Rural Teacher Employee (off the road system):
Five Percent (5%) of the base salary
- B. Special Education Teacher:
Eight Percent (8%) of the base salary
- C. 504 Case Manager:
Five Percent (5%) of the base salary
- D. Occupational Therapist, Physical Therapist, Speech Pathologist, School Psychologist:
Year 1 KIBSD Eight Percent (8%) of the base salary
Year 2 KIBSD Eight Percent (8%) of the base salary
Year 3 KIBSD Ten Percent (10%) of the base salary
Year 4+ KIBSD Fourteen Percent (14%) of the base salary

For less than full-time position, additional salaries and stipends will be prorated by FTE.

New Hire Moving Allowance:

The District may provide, at its discretion, a one-time non-recurring moving allowance to new hires in an amount not to exceed six thousand dollars (\$6000).

310 INITIAL PLACEMENT ON SALARY SCHEDULE

The District shall allow salary credit for ~~Alaskan~~ teaching experience on an ~~unlimited~~ year for year basis. ~~up to a maximum of eight (8) years. Teaching experience obtained outside Alaska shall be allowed on a year for year basis up to those limits set in the table below:~~

~~This item applies to employees hired after the effective date of this agreement. It is not retroactive and does not result in automatic adjustment of previously established salary placements for employees hired prior to the 2026-2027 school year.~~

~~The following schedule for allowable years of service will be used for all new employees:~~

| Degree | Allowable-Outside Experience | Allowable-Alaska Experience |
|-------------------|---|--|
| BA | Up to 6 years | Unlimited |
| MA | Up to 8 years | Unlimited |

~~*Teachers currently employed for the 2022-2023 school year who had more allowable in state experience at the time of hire may apply for a re-evaluation of years of service by June 1, 2023 for a maximum adjustment of four steps for the FY24 school year. This is not retroactive.~~

Type M Certification:

1. A newly hired ~~teacher-employee~~ with a type M certification will be placed on the salary schedule at BA-0 step-0. They will be allowed up to ~~3 years~~~~five (5) years~~ of work experience in a field commensurate with the ~~teachers-employee's~~ teaching assignment as determined by the ~~S~~superintendent.
2. Horizontal movement on the salary schedule, at the ~~S~~superintendent's discretion, will be allowed for district-approved courses directly related to vocational skills taught or for education-related studies.
3. ~~KIBSD-District~~ employees on a Type M certification may acquire tenure. However, the limited scope of that certification means that an ~~teacher's-employee's~~ assignment is dependent on budgetary constraints. ~~KIBSD-The District~~ encourages and supports ~~teachers-employees~~ with Type M certification to pursue a Type T teaching certification as soon as possible, to allow for maximum flexibility of assignment.

315 SALARY SCHEDULE ~~2023-2024, 2024-2025, 2025-2026~~2026-2027, 2027-2028, 2028-2029

KIBSD FY247 SALARY SCHEDULE WITH INDEX

| | Index | BA 0 | Index | BA 18 | Index | BA 36 / MA 0 | Index | BA 54 / MA 18 | Index | MA 36 | Index | MA 54 |
|---------|-------|-------------|-------|-------------|-------|--------------|-------|---------------|-------|-------------|-------|--------------|
| STEP 0 | 1.00 | \$58,344.00 | 1.03 | \$59,844.59 | 1.07 | \$62,382.17 | 1.13 | \$65,935.86 | 1.19 | \$69,490.63 | 1.23 | \$72,028.21 |
| STEP 1 | 1.03 | \$60,352.11 | 1.08 | \$62,889.69 | 1.14 | \$66,443.38 | 1.19 | \$69,490.63 | 1.24 | \$72,535.73 | 1.30 | \$76,089.41 |
| STEP 2 | 1.08 | \$62,889.69 | 1.14 | \$66,443.38 | 1.20 | \$69,998.15 | 1.24 | \$72,535.73 | 1.30 | \$76,089.41 | 1.37 | \$79,644.18 |
| STEP 3 | 1.14 | \$66,443.38 | 1.20 | \$69,998.15 | 1.24 | \$72,535.73 | 1.30 | \$76,089.41 | 1.36 | \$79,136.67 | 1.42 | \$82,690.36 |
| STEP 4 | 1.19 | \$69,490.63 | 1.24 | \$72,535.73 | 1.30 | \$75,581.90 | 1.36 | \$79,136.67 | 1.40 | \$81,674.25 | 1.48 | \$86,244.05 |
| STEP 5 | 1.22 | \$71,013.18 | 1.28 | \$74,567.95 | 1.34 | \$78,120.56 | 1.39 | \$81,166.73 | 1.44 | \$84,213.98 | 1.52 | \$88,782.71 |
| STEP 6 | 1.23 | \$72,028.21 | 1.31 | \$76,598.01 | 1.37 | \$80,151.70 | 1.43 | \$83,197.87 | 1.49 | \$86,751.56 | 1.56 | \$90,812.76 |
| STEP 7 | 1.23 | \$72,028.21 | 1.34 | \$78,120.56 | 1.41 | \$82,182.85 | 1.47 | \$85,736.53 | 1.52 | \$88,782.71 | 1.59 | \$92,843.91 |
| STEP 8 | 1.23 | \$72,028.21 | 1.34 | \$78,120.56 | 1.44 | \$84,213.98 | 1.50 | \$87,767.67 | 1.56 | \$90,812.76 | 1.63 | \$94,873.97 |
| STEP 9 | 1.23 | \$72,028.21 | 1.34 | \$78,120.56 | 1.48 | \$86,244.05 | 1.53 | \$89,290.22 | 1.58 | \$92,336.40 | 1.66 | \$96,906.20 |
| STEP 10 | 1.23 | \$72,028.21 | 1.34 | \$78,120.56 | 1.48 | \$86,244.05 | 1.57 | \$91,321.37 | 1.62 | \$94,367.53 | 1.69 | \$98,428.75 |
| STEP 11 | 1.23 | \$72,028.21 | 1.34 | \$78,120.56 | 1.48 | \$86,244.05 | 1.57 | \$91,321.37 | 1.65 | \$96,397.60 | 1.72 | \$100,458.80 |
| STEP 12 | 1.23 | \$72,028.21 | 1.34 | \$78,120.56 | 1.48 | \$86,244.05 | 1.57 | \$91,321.37 | 1.65 | \$96,397.60 | 1.75 | \$101,982.44 |
| STEP 13 | 1.23 | \$72,028.21 | 1.34 | \$78,120.56 | 1.48 | \$86,244.05 | 1.57 | \$91,321.37 | 1.65 | \$96,397.60 | 1.75 | \$101,982.44 |
| STEP 14 | 1.23 | \$72,028.21 | 1.34 | \$78,120.56 | 1.48 | \$86,244.05 | 1.57 | \$91,321.37 | 1.65 | \$96,397.60 | 1.75 | \$101,982.44 |
| STEP 15 | 1.23 | \$72,028.21 | 1.34 | \$78,120.56 | 1.48 | \$86,244.05 | 1.57 | \$91,321.37 | 1.65 | \$96,397.60 | 1.75 | \$101,982.44 |
| STEP 16 | 1.23 | \$72,028.21 | 1.34 | \$78,120.56 | 1.48 | \$86,244.05 | 1.57 | \$91,321.37 | 1.65 | \$96,397.60 | 1.75 | \$101,982.44 |
| STEP 17 | 1.25 | \$73,044.32 | 1.36 | \$79,136.67 | 1.50 | \$87,259.08 | 1.58 | \$92,336.40 | 1.67 | \$97,413.71 | 1.77 | \$102,998.54 |
| STEP 18 | 1.25 | \$73,044.32 | 1.36 | \$79,136.67 | 1.50 | \$87,259.08 | 1.58 | \$92,336.40 | 1.67 | \$97,413.71 | 1.77 | \$102,998.54 |
| STEP 19 | 1.25 | \$73,044.32 | 1.36 | \$79,136.67 | 1.50 | \$87,259.08 | 1.58 | \$92,336.40 | 1.67 | \$97,413.71 | 1.77 | \$102,998.54 |
| STEP 20 | 1.27 | \$74,059.35 | 1.37 | \$80,151.70 | 1.51 | \$88,275.19 | 1.60 | \$93,352.51 | 1.69 | \$98,428.75 | 1.78 | \$104,012.49 |

| FY24 | Index | BA 0 | Index | BA 18 | Index | BA 36 / MA 0 | Index | BA 54 /* * MA 18 *** | Index | MA 36 | Index | *** MA 54 |
|---------|-------|------------|-------|----------|-------|-----------------|-------|-------------------------|-------|----------|-------|--------------|
| STEP 0 | 1.00 | * \$52,018 | 1.06 | \$55,303 | 1.11 | \$57,648 | 1.17 | \$60,932 | 1.16 | \$64,217 | 1.28 | \$66,562 |
| STEP 1 | 1.07 | \$55,772 | 1.12 | \$58,117 | 1.18 | \$61,401 | 1.23 | \$64,217 | 1.21 | \$67,031 | 1.35 | \$70,315 |
| STEP 2 | 1.12 | \$58,117 | 1.18 | \$61,401 | 1.24 | \$64,686 | 1.29 | \$67,031 | 1.27 | \$70,315 | 1.41 | \$73,600 |
| STEP 3 | 1.18 | \$61,401 | 1.24 | \$64,686 | 1.29 | \$67,031 | 1.35 | \$70,315 | 1.32 | \$73,131 | 1.47 | \$76,415 |
| STEP 4 | 1.23 | \$64,217 | 1.29 | \$67,031 | 1.34 | \$69,846 | 1.41 | \$73,131 | 1.36 | \$75,476 | 1.53 | \$79,699 |
| STEP 5 | 1.26 | \$65,624 | 1.32 | \$68,909 | 1.39 | \$72,192 | 1.44 | \$75,007 | 1.41 | \$77,823 | 1.58 | \$82,045 |
| STEP 6 | 1.28 | \$66,562 | 1.36 | \$70,785 | 1.42 | \$74,069 | 1.48 | \$76,884 | 1.45 | \$80,168 | 1.61 | \$83,921 |
| STEP 7 | 1.28 | \$66,562 | 1.39 | \$72,192 | 1.46 | \$75,946 | 1.52 | \$79,230 | 1.48 | \$82,045 | 1.65 | \$85,798 |
| STEP 8 | 1.28 | \$66,562 | 1.39 | \$72,192 | 1.50 | \$77,823 | 1.56 | \$81,107 | 1.52 | \$83,921 | 1.69 | \$87,674 |
| STEP 9 | 1.28 | \$66,562 | 1.39 | \$72,192 | 1.53 | \$79,699 | 1.59 | \$82,514 | 1.54 | \$85,329 | 1.72 | \$89,552 |
| STEP 10 | 1.28 | \$66,562 | 1.39 | \$72,192 | 1.53 | \$79,699 | 1.62 | \$84,391 | 1.58 | \$87,206 | 1.75 | \$90,959 |
| STEP 11 | 1.28 | \$66,562 | 1.39 | \$72,192 | 1.53 | \$79,699 | 1.62 | \$84,391 | 1.61 | \$89,082 | 1.78 | \$92,835 |
| STEP 12 | 1.28 | \$66,562 | 1.39 | \$72,192 | 1.53 | \$79,699 | 1.62 | \$84,391 | 1.61 | \$89,082 | 1.81 | \$94,243 |
| STEP 13 | 1.28 | \$66,562 | 1.39 | \$72,192 | 1.53 | \$79,699 | 1.62 | \$84,391 | 1.61 | \$89,082 | 1.81 | \$94,243 |
| STEP 14 | 1.28 | \$66,562 | 1.39 | \$72,192 | 1.53 | \$79,699 | 1.62 | \$84,391 | 1.61 | \$89,082 | 1.81 | \$94,243 |
| STEP 15 | 1.28 | \$66,562 | 1.39 | \$72,192 | 1.53 | \$79,699 | 1.62 | \$84,391 | 1.61 | \$89,082 | 1.81 | \$94,243 |
| STEP 16 | 1.28 | \$66,562 | 1.39 | \$72,192 | 1.53 | \$79,699 | 1.62 | \$84,391 | 1.61 | \$89,082 | 1.81 | \$94,243 |
| STEP 17 | 1.30 | \$67,501 | 1.41 | \$73,131 | 1.55 | \$80,637 | 1.64 | \$85,329 | 1.63 | \$90,021 | 1.83 | \$95,182 |
| STEP 18 | 1.30 | \$67,501 | 1.41 | \$73,131 | 1.55 | \$80,637 | 1.64 | \$85,329 | 1.63 | \$90,021 | 1.83 | \$95,182 |
| STEP 19 | 1.30 | \$67,501 | 1.41 | \$73,131 | 1.55 | \$80,637 | 1.64 | \$85,329 | 1.63 | \$90,021 | 1.83 | \$95,182 |
| STEP 20 | 1.32 | \$68,439 | 1.42 | \$74,069 | 1.57 | \$81,576 | 1.66 | \$86,268 | 1.64 | \$90,959 | 1.85 | \$96,119 |

* FY24 BA-0, Step 0 will remain at \$55,000 as the base salary for the FY24—FY26 pay scales.

** Placement at the BA+54 column requires an approved integrated course of study for the 18 hours past BA+36.

*** If you are placed in this column by virtue of having BA+54 and subsequently receive your MA degree, only 18 hours of approved courses are required to access the MA+36 column.

**** Placement on the MA+54 schedule requires MA plus 54 graduate semester hours with prior approval required for the 18 hours past MA+36.

***** Within a contract year an employee teacher must work 140 days in order to receive a step for the following year.

315 SALARY SCHEDULE ~~2023-2024, 2024-2025, 2025-2026~~ 2026-2027, 2027-2028, 2028-2029

KIBSD FY258 SALARY SCHEDULE WITH INDEX

| | Index | BA 0 | Index | BA 18 | Index | BA 36 / MA 0 | Index | BA 54 / MA 18 | Index | MA 36 | Index | MA 54 |
|---------|-------|-------------|-------|-------------|-------|--------------|-------|---------------|-------|-------------|-------|--------------|
| STEP 0 | 1.00 | \$58,927.44 | 1.03 | \$60,443.04 | 1.07 | \$63,005.99 | 1.13 | \$66,595.22 | 1.19 | \$70,185.54 | 1.23 | \$72,748.49 |
| STEP 1 | 1.03 | \$60,955.64 | 1.08 | \$63,518.59 | 1.14 | \$67,107.82 | 1.19 | \$70,185.54 | 1.24 | \$73,261.09 | 1.30 | \$76,850.30 |
| STEP 2 | 1.08 | \$63,518.59 | 1.14 | \$67,107.82 | 1.20 | \$70,698.13 | 1.24 | \$73,261.09 | 1.30 | \$76,850.30 | 1.37 | \$80,440.62 |
| STEP 3 | 1.14 | \$67,107.82 | 1.20 | \$70,698.13 | 1.24 | \$73,261.09 | 1.30 | \$76,850.30 | 1.36 | \$79,928.04 | 1.42 | \$83,517.26 |
| STEP 4 | 1.19 | \$70,185.54 | 1.24 | \$73,261.09 | 1.30 | \$76,337.72 | 1.36 | \$79,928.04 | 1.40 | \$82,490.99 | 1.48 | \$87,106.49 |
| STEP 5 | 1.22 | \$71,723.31 | 1.28 | \$75,313.63 | 1.34 | \$78,901.76 | 1.39 | \$81,978.40 | 1.44 | \$85,056.12 | 1.52 | \$89,670.53 |
| STEP 6 | 1.23 | \$72,748.49 | 1.31 | \$77,363.99 | 1.37 | \$80,953.22 | 1.43 | \$84,029.85 | 1.49 | \$87,619.08 | 1.56 | \$91,720.89 |
| STEP 7 | 1.23 | \$72,748.49 | 1.34 | \$78,901.76 | 1.41 | \$83,004.68 | 1.47 | \$86,593.89 | 1.52 | \$89,670.53 | 1.59 | \$93,772.35 |
| STEP 8 | 1.23 | \$72,748.49 | 1.34 | \$78,901.76 | 1.44 | \$85,056.12 | 1.50 | \$88,645.35 | 1.56 | \$91,720.89 | 1.63 | \$95,822.71 |
| STEP 9 | 1.23 | \$72,748.49 | 1.34 | \$78,901.76 | 1.48 | \$87,106.49 | 1.53 | \$90,183.12 | 1.58 | \$93,259.76 | 1.66 | \$97,875.26 |
| STEP 10 | 1.23 | \$72,748.49 | 1.34 | \$78,901.76 | 1.48 | \$87,106.49 | 1.57 | \$92,234.58 | 1.62 | \$95,311.21 | 1.69 | \$99,413.03 |
| STEP 11 | 1.23 | \$72,748.49 | 1.34 | \$78,901.76 | 1.48 | \$87,106.49 | 1.57 | \$92,234.58 | 1.65 | \$97,361.57 | 1.72 | \$101,463.39 |
| STEP 12 | 1.23 | \$72,748.49 | 1.34 | \$78,901.76 | 1.48 | \$87,106.49 | 1.57 | \$92,234.58 | 1.65 | \$97,361.57 | 1.75 | \$103,002.26 |
| STEP 13 | 1.23 | \$72,748.49 | 1.34 | \$78,901.76 | 1.48 | \$87,106.49 | 1.57 | \$92,234.58 | 1.65 | \$97,361.57 | 1.75 | \$103,002.26 |
| STEP 14 | 1.23 | \$72,748.49 | 1.34 | \$78,901.76 | 1.48 | \$87,106.49 | 1.57 | \$92,234.58 | 1.65 | \$97,361.57 | 1.75 | \$103,002.26 |
| STEP 15 | 1.23 | \$72,748.49 | 1.34 | \$78,901.76 | 1.48 | \$87,106.49 | 1.57 | \$92,234.58 | 1.65 | \$97,361.57 | 1.75 | \$103,002.26 |
| STEP 16 | 1.23 | \$72,748.49 | 1.34 | \$78,901.76 | 1.48 | \$87,106.49 | 1.57 | \$92,234.58 | 1.65 | \$97,361.57 | 1.75 | \$103,002.26 |
| STEP 17 | 1.25 | \$73,774.76 | 1.36 | \$79,928.04 | 1.50 | \$88,131.67 | 1.58 | \$93,259.76 | 1.67 | \$98,387.85 | 1.77 | \$104,028.52 |
| STEP 18 | 1.25 | \$73,774.76 | 1.36 | \$79,928.04 | 1.50 | \$88,131.67 | 1.58 | \$93,259.76 | 1.67 | \$98,387.85 | 1.77 | \$104,028.52 |
| STEP 19 | 1.25 | \$73,774.76 | 1.36 | \$79,928.04 | 1.50 | \$88,131.67 | 1.58 | \$93,259.76 | 1.67 | \$98,387.85 | 1.77 | \$104,028.52 |
| STEP 20 | 1.27 | \$74,799.95 | 1.37 | \$80,953.22 | 1.51 | \$89,157.94 | 1.60 | \$94,286.04 | 1.69 | \$99,413.03 | 1.78 | \$105,052.62 |

| FY25 | Index | BA 0 | Index | BA 18 | Index | BA 36 MA 0 | Index | BA 54** MA 18*** | Index | MA 36 | Index | **** MA 54 |
|---------|-------|-----------|-------|----------|-------|---------------|-------|---------------------|-------|----------|-------|---------------|
| STEP 0 | 1.00 | *\$52,538 | 1.06 | \$55,856 | 1.11 | \$58,224 | 1.17 | \$61,541 | 1.23 | \$64,859 | 1.28 | \$67,228 |
| STEP 1 | 1.07 | \$56,330 | 1.12 | \$58,698 | 1.18 | \$62,015 | 1.23 | \$64,859 | 1.29 | \$67,701 | 1.35 | \$71,018 |
| STEP 2 | 1.12 | \$58,698 | 1.18 | \$62,015 | 1.24 | \$65,333 | 1.29 | \$67,701 | 1.35 | \$71,018 | 1.41 | \$74,336 |
| STEP 3 | 1.18 | \$62,015 | 1.24 | \$65,333 | 1.29 | \$67,701 | 1.35 | \$71,018 | 1.41 | \$73,862 | 1.47 | \$77,179 |
| STEP 4 | 1.23 | \$64,859 | 1.29 | \$67,701 | 1.34 | \$70,544 | 1.41 | \$73,862 | 1.45 | \$76,231 | 1.53 | \$80,496 |
| STEP 5 | 1.26 | \$66,280 | 1.32 | \$69,598 | 1.39 | \$72,914 | 1.44 | \$75,757 | 1.50 | \$78,601 | 1.58 | \$82,865 |
| STEP 6 | 1.28 | \$67,228 | 1.36 | \$71,493 | 1.42 | \$74,810 | 1.48 | \$77,653 | 1.54 | \$80,970 | 1.61 | \$84,760 |
| STEP 7 | 1.28 | \$67,228 | 1.39 | \$72,914 | 1.46 | \$76,705 | 1.52 | \$80,022 | 1.58 | \$82,865 | 1.65 | \$86,656 |
| STEP 8 | 1.28 | \$67,228 | 1.39 | \$72,914 | 1.50 | \$78,601 | 1.56 | \$81,918 | 1.61 | \$84,760 | 1.69 | \$88,551 |
| STEP 9 | 1.28 | \$67,228 | 1.39 | \$72,914 | 1.53 | \$80,496 | 1.59 | \$83,339 | 1.64 | \$86,182 | 1.72 | \$90,448 |
| STEP 10 | 1.28 | \$67,228 | 1.39 | \$72,914 | 1.53 | \$80,496 | 1.62 | \$85,235 | 1.68 | \$88,078 | 1.75 | \$91,869 |
| STEP 11 | 1.28 | \$67,228 | 1.39 | \$72,914 | 1.53 | \$80,496 | 1.62 | \$85,235 | 1.71 | \$89,973 | 1.78 | \$93,763 |
| STEP 12 | 1.28 | \$67,228 | 1.39 | \$72,914 | 1.53 | \$80,496 | 1.62 | \$85,235 | 1.71 | \$89,973 | 1.81 | \$95,185 |
| STEP 13 | 1.28 | \$67,228 | 1.39 | \$72,914 | 1.53 | \$80,496 | 1.62 | \$85,235 | 1.71 | \$89,973 | 1.81 | \$95,185 |
| STEP 14 | 1.28 | \$67,228 | 1.39 | \$72,914 | 1.53 | \$80,496 | 1.62 | \$85,235 | 1.71 | \$89,973 | 1.81 | \$95,185 |
| STEP 15 | 1.28 | \$67,228 | 1.39 | \$72,914 | 1.53 | \$80,496 | 1.62 | \$85,235 | 1.71 | \$89,973 | 1.81 | \$95,185 |
| STEP 16 | 1.28 | \$67,228 | 1.39 | \$72,914 | 1.53 | \$80,496 | 1.62 | \$85,235 | 1.71 | \$89,973 | 1.81 | \$95,185 |
| STEP 17 | 1.30 | \$68,176 | 1.41 | \$73,862 | 1.55 | \$81,443 | 1.64 | \$86,182 | 1.73 | \$90,921 | 1.83 | \$96,134 |
| STEP 18 | 1.30 | \$68,176 | 1.41 | \$73,862 | 1.55 | \$81,443 | 1.64 | \$86,182 | 1.73 | \$90,921 | 1.83 | \$96,134 |
| STEP 19 | 1.30 | \$68,176 | 1.41 | \$73,862 | 1.55 | \$81,443 | 1.64 | \$86,182 | 1.73 | \$90,921 | 1.83 | \$96,134 |
| STEP 20 | 1.32 | \$69,123 | 1.42 | \$74,810 | 1.57 | \$82,392 | 1.66 | \$87,131 | 1.75 | \$91,869 | 1.85 | \$97,080 |

*FY24 BA 0, Step 0 will remain at \$55,000 as the base salary for the FY24 - FY26 pay scales.

** Placement at the BA+54 column requires an approved integrated course of study for the 18 hours past BA+36.

*** If you are placed in this column by virtue of having BA+54 and subsequently receive your MA degree, only 18 hours of approved courses are required to access the MA+36 column.

**** Placement on the MA+54 schedule requires MA plus 54 graduate semester hours with prior approval required for the 18 hours past MA+36.

***** Within a contract year an employee teacher must work 140 days in order to receive a step for the following year.

315 SALARY SCHEDULE ~~2023-2024, 2024-2025, 2025-2026~~ 2026-2027, 2027-2028, 2028-2029

KIBSD FY269 SALARY SCHEDULE WITH INDEX

| | Index | BA 0 | Index | BA 18 | Index | BA 36 / MA 0 | Index | BA 54 / MA 18 | Index | MA 36 | Index | MA 54 |
|---------|-------|-------------|-------|-------------|-------|--------------|-------|---------------|-------|--------------|-------|--------------|
| STEP 0 | 1.00 | \$59,516.71 | 1.03 | \$61,047.47 | 1.07 | \$63,636.05 | 1.13 | \$67,261.17 | 1.19 | \$70,887.39 | 1.23 | \$73,475.97 |
| STEP 1 | 1.03 | \$61,565.19 | 1.08 | \$64,153.77 | 1.14 | \$67,778.89 | 1.19 | \$70,887.39 | 1.24 | \$73,993.70 | 1.30 | \$77,618.81 |
| STEP 2 | 1.08 | \$64,153.77 | 1.14 | \$67,778.89 | 1.20 | \$71,405.12 | 1.24 | \$73,993.70 | 1.30 | \$77,618.81 | 1.37 | \$81,245.03 |
| STEP 3 | 1.14 | \$67,778.89 | 1.20 | \$71,405.12 | 1.24 | \$73,993.70 | 1.30 | \$77,618.81 | 1.36 | \$80,727.32 | 1.42 | \$84,352.44 |
| STEP 4 | 1.19 | \$70,887.39 | 1.24 | \$73,993.70 | 1.30 | \$77,101.09 | 1.36 | \$80,727.32 | 1.40 | \$83,315.90 | 1.48 | \$87,977.56 |
| STEP 5 | 1.22 | \$72,440.54 | 1.28 | \$76,066.76 | 1.34 | \$79,690.78 | 1.39 | \$82,798.19 | 1.44 | \$85,906.69 | 1.52 | \$90,567.24 |
| STEP 6 | 1.23 | \$73,475.97 | 1.31 | \$78,137.63 | 1.37 | \$81,762.75 | 1.43 | \$84,870.15 | 1.49 | \$88,495.27 | 1.56 | \$92,638.10 |
| STEP 7 | 1.23 | \$73,475.97 | 1.34 | \$79,690.78 | 1.41 | \$83,834.72 | 1.47 | \$87,459.83 | 1.52 | \$90,567.24 | 1.59 | \$94,710.07 |
| STEP 8 | 1.23 | \$73,475.97 | 1.34 | \$79,690.78 | 1.44 | \$85,906.69 | 1.50 | \$89,531.81 | 1.56 | \$92,638.10 | 1.63 | \$96,780.94 |
| STEP 9 | 1.23 | \$73,475.97 | 1.34 | \$79,690.78 | 1.48 | \$87,977.56 | 1.53 | \$91,084.95 | 1.58 | \$94,192.36 | 1.66 | \$98,854.02 |
| STEP 10 | 1.23 | \$73,475.97 | 1.34 | \$79,690.78 | 1.48 | \$87,977.56 | 1.57 | \$93,156.92 | 1.62 | \$96,264.32 | 1.69 | \$100,407.16 |
| STEP 11 | 1.23 | \$73,475.97 | 1.34 | \$79,690.78 | 1.48 | \$87,977.56 | 1.57 | \$93,156.92 | 1.65 | \$98,335.19 | 1.72 | \$102,478.02 |
| STEP 12 | 1.23 | \$73,475.97 | 1.34 | \$79,690.78 | 1.48 | \$87,977.56 | 1.57 | \$93,156.92 | 1.65 | \$98,335.19 | 1.75 | \$104,032.28 |
| STEP 13 | 1.23 | \$73,475.97 | 1.34 | \$79,690.78 | 1.48 | \$87,977.56 | 1.57 | \$93,156.92 | 1.65 | \$98,335.19 | 1.75 | \$104,032.28 |
| STEP 14 | 1.23 | \$73,475.97 | 1.34 | \$79,690.78 | 1.48 | \$87,977.56 | 1.57 | \$93,156.92 | 1.65 | \$98,335.19 | 1.75 | \$104,032.28 |
| STEP 15 | 1.23 | \$73,475.97 | 1.34 | \$79,690.78 | 1.48 | \$87,977.56 | 1.57 | \$93,156.92 | 1.65 | \$98,335.19 | 1.75 | \$104,032.28 |
| STEP 16 | 1.23 | \$73,475.97 | 1.34 | \$79,690.78 | 1.48 | \$87,977.56 | 1.57 | \$93,156.92 | 1.65 | \$98,335.19 | 1.75 | \$104,032.28 |
| STEP 17 | 1.25 | \$74,512.51 | 1.36 | \$80,727.32 | 1.50 | \$89,012.99 | 1.58 | \$94,192.36 | 1.67 | \$99,371.73 | 1.77 | \$105,068.81 |
| STEP 18 | 1.25 | \$74,512.51 | 1.36 | \$80,727.32 | 1.50 | \$89,012.99 | 1.58 | \$94,192.36 | 1.67 | \$99,371.73 | 1.77 | \$105,068.81 |
| STEP 19 | 1.25 | \$74,512.51 | 1.36 | \$80,727.32 | 1.50 | \$89,012.99 | 1.58 | \$94,192.36 | 1.67 | \$99,371.73 | 1.77 | \$105,068.81 |
| STEP 20 | 1.27 | \$75,547.95 | 1.37 | \$81,762.75 | 1.51 | \$90,049.52 | 1.60 | \$95,228.90 | 1.69 | \$100,407.16 | 1.78 | \$106,103.14 |

| FY26 | Index | BA 0 | Index | BA 18 | Index | BA 36 MA 0 | Index | BA 54 ** MA 18 *** | Index | MA 36 | Index | MA 54 **** |
|---------|--------|----------|-------|----------|-------|---------------|-------|-----------------------|-------|----------|-------|------------|
| STEP 0 | 1.00 * | \$53,063 | 1.06 | \$56,415 | 1.11 | \$58,807 | 1.17 | \$62,157 | 1.23 | \$65,508 | 1.28 | \$67,900 |
| STEP 1 | 1.07 | \$56,893 | 1.12 | \$59,285 | 1.18 | \$62,635 | 1.23 | \$65,508 | 1.29 | \$68,378 | 1.35 | \$71,728 |
| STEP 2 | 1.12 | \$59,285 | 1.18 | \$62,635 | 1.24 | \$65,986 | 1.29 | \$68,378 | 1.35 | \$71,728 | 1.41 | \$75,079 |
| STEP 3 | 1.18 | \$62,635 | 1.24 | \$65,986 | 1.29 | \$68,378 | 1.35 | \$71,728 | 1.41 | \$74,601 | 1.47 | \$77,951 |
| STEP 4 | 1.23 | \$65,508 | 1.29 | \$68,378 | 1.34 | \$71,250 | 1.41 | \$74,601 | 1.45 | \$76,993 | 1.53 | \$81,301 |
| STEP 5 | 1.26 | \$66,943 | 1.32 | \$70,294 | 1.39 | \$73,643 | 1.44 | \$76,515 | 1.50 | \$79,387 | 1.58 | \$83,694 |
| STEP 6 | 1.28 | \$67,900 | 1.36 | \$72,208 | 1.42 | \$75,558 | 1.48 | \$78,429 | 1.54 | \$81,779 | 1.61 | \$85,608 |
| STEP 7 | 1.28 | \$67,900 | 1.39 | \$73,643 | 1.46 | \$77,473 | 1.52 | \$80,823 | 1.58 | \$83,694 | 1.65 | \$87,523 |
| STEP 8 | 1.28 | \$67,900 | 1.39 | \$73,643 | 1.50 | \$79,387 | 1.56 | \$82,737 | 1.61 | \$85,608 | 1.69 | \$89,436 |
| STEP 9 | 1.28 | \$67,900 | 1.39 | \$73,643 | 1.53 | \$81,301 | 1.59 | \$84,173 | 1.64 | \$87,044 | 1.72 | \$91,352 |
| STEP 10 | 1.28 | \$67,900 | 1.39 | \$73,643 | 1.53 | \$81,301 | 1.62 | \$86,087 | 1.68 | \$88,959 | 1.75 | \$92,787 |
| STEP 11 | 1.28 | \$67,900 | 1.39 | \$73,643 | 1.53 | \$81,301 | 1.62 | \$86,087 | 1.71 | \$90,873 | 1.78 | \$94,701 |
| STEP 12 | 1.28 | \$67,900 | 1.39 | \$73,643 | 1.53 | \$81,301 | 1.62 | \$86,087 | 1.71 | \$90,873 | 1.81 | \$96,137 |
| STEP 13 | 1.28 | \$67,900 | 1.39 | \$73,643 | 1.53 | \$81,301 | 1.62 | \$86,087 | 1.71 | \$90,873 | 1.81 | \$96,137 |
| STEP 14 | 1.28 | \$67,900 | 1.39 | \$73,643 | 1.53 | \$81,301 | 1.62 | \$86,087 | 1.71 | \$90,873 | 1.81 | \$96,137 |
| STEP 15 | 1.28 | \$67,900 | 1.39 | \$73,643 | 1.53 | \$81,301 | 1.62 | \$86,087 | 1.71 | \$90,873 | 1.81 | \$96,137 |
| STEP 16 | 1.28 | \$67,900 | 1.39 | \$73,643 | 1.53 | \$81,301 | 1.62 | \$86,087 | 1.71 | \$90,873 | 1.81 | \$96,137 |
| STEP 17 | 1.30 | \$68,858 | 1.41 | \$74,601 | 1.55 | \$82,258 | 1.64 | \$87,044 | 1.73 | \$91,830 | 1.83 | \$97,095 |
| STEP 18 | 1.30 | \$68,858 | 1.41 | \$74,601 | 1.55 | \$82,258 | 1.64 | \$87,044 | 1.73 | \$91,830 | 1.83 | \$97,095 |
| STEP 19 | 1.30 | \$68,858 | 1.41 | \$74,601 | 1.55 | \$82,258 | 1.64 | \$87,044 | 1.73 | \$91,830 | 1.83 | \$97,095 |
| STEP 20 | 1.32 | \$69,815 | 1.42 | \$75,558 | 1.57 | \$83,216 | 1.66 | \$88,002 | 1.75 | \$92,787 | 1.85 | \$98,051 |

*FY24 BA 0, Step 0 will remain at \$55,000 as the base salary for the FY24 - FY26 pay scales.

** Placement at the BA+54 column requires an approved integrated course of study for the 18 hours past BA+36.

*** If you are placed in this column by virtue of having BA+54 and subsequently receive your MA degree, only 18 hours of approved courses are required to access the MA+36 column.

**** Placement on the MA+54 schedule requires MA plus 54 graduate semester hours with prior approval required for the 18 hours past MA+36.

***** Within a contract year an teacher employee must work 140 days in order to receive a step for the following year.

320 CAREER AND TECHNICAL EDUCATION FEES

If the District determines that career and technical education teachers require specialized training, certification, or licensure, the District will pay for the associated fees.

325 EXTENDED CONTRACTS

Extended contracts reflecting their individual per diem rate shall be offered to any ~~person~~certified employee whose duties require more than the days established in the contract. Determination of eligible employees and the length of the extended contract shall be the prerogative of the Board of Education upon the recommendation of the Superintendent.

330 HEAD TEACHER'S PAY

The ~~Board District~~ shall pay ~~the~~ head teachers, ~~and teachers, in charge,~~ for their extra responsibilities and administrative duties that cannot reasonably be done by the unit administrator, as described in the head teacher job description. These duties shall NOT include evaluation of, discipline of, or sole hiring authority of other bargaining unit members. Each head teacher shall receive a job description upon hire ~~or renewal of contract~~ and annually. Head teacher pay shall be determined according to the following formula:

$$\text{TOTAL HT} = (\text{TS} + 1000\text{T}) (1 + \text{E}/\text{Contracted days})$$

Where:

HT = Head teacher's pay

TS = Teacher salary scale placement

T = Number of ~~teachers-employees~~ in the school/unit

E = Number of days required above the contracted days (E = 4 if enrollment is 19 students and below, E = 5 if enrollment is 20 students or more)

This stipend will be paid in two equal installments in January and June.

For example:

| Teacher Salary | T | E | Contract Days | Amount <u>HT Salary Total</u> | Stipend |
|----------------|---|---|---------------|--|------------|
| \$77,199.00 | 1 | 5 | 189 | \$80,267.76 | \$3,068.76 |

$$\text{Total HT Pay} = (\$77,199 + 1000(1))(1 + 5/189) = \$80,267.76$$

335 ~~PROCEDURE FOR~~ ADVANCEMENT ON THE SALARY SCHEDULE

I. Purpose

The purpose of the procedure is to establish guidelines by which an individual may apply for higher placement on the salary schedule through purposeful, advanced professional learning. Each case shall be considered on its own merit. This procedure shall be used in evaluation of post bachelor's degree course credit, vocational experience, educational travel, and District-sponsored activities and subsequent to issuance of an initial teaching certificate.

II. Procedures

- A. Submission of application, grade reports, transcripts, and/or supportive documents shall be submitted to ~~the Superintendent~~ Human Resources by September 30. Notice of acceptance or denial of the application must be provided to the teacher-employee by the Superintendent within four (4) weeks of submission of all required materials.
- B. An teacher-employee at the BA+36 or MA+36 level will be required to meet with a collaborative committee composed of at least two (2) Superintendent-approved Association members ~~(one elementary and one secondary)~~ and the Superintendent and/or their designee(s) to review a written plan indicating two, nine (9) semester hour programs of study or one eighteen (18) semester hour program of study for lateral movement to the BA+54 or MA+54 level on the salary schedule. The committee will meet a minimum of three times per year at mutually agreeable times.
- C. ~~The plan of study shall be limited to the following areas: special education, Alaska Native culture/studies, multi-cultural education, school counseling, English as a second language, vocational ed/technology, school administration, English, reading or language arts, mathematics, science, foreign languages, civics and government, economics, arts, history, physical education, health, geography, or other area of study permitted by applicable federal and state law.~~ The written plan shall be reasonably related to the employee's current teaching assignment instructional responsibilities, or anticipated District instructional needs.
- D. When approved by the committee, the entire plan will be forwarded to the Superintendent ~~or designee~~ for approval.
- E. In the event the Superintendent ~~or designee~~ denies or questions credits, the applicant may then submit written supportive statements for each course in question.
- F. If the Superintendent ~~or designee~~ continues to deny or question credit, and the applicant wishes, the transcript and supportive statements for each course in question may be submitted to the Association for evaluation.
- G. The Association, the Superintendent ~~or designee~~, and the applicant shall meet no later than seven (7) days after Step F is completed.

335 ~~PROCEDURE FOR~~ ADVANCEMENT ON THE SALARY SCHEDULE (cont'd)

- H. A decision regarding credits to be accepted or disallowed must be reached within fourteen (14) days by the Association and the Superintendent ~~or designee~~.
- I. In case of disagreement between the Association and the Superintendent ~~or designee~~, their individual recommendations and justifications will be forwarded to the Board of Education in writing for a final decision within fourteen (14) days.
- J. The ~~teacher-employee~~ must submit to ~~the Office of the Superintendent~~ Human Resources, by December 1, official transcripts showing the most recent coursework in any year that the ~~teacher-employee~~ moves from one column to another if other documentation has been accepted to meet September deadline.

340 CONTRACT SALARY ADJUSTMENT

Any full-time ~~teacher-employee~~ contracted for a full school year who has their contracted salary adjusted after the first day of school shall have the adjustment occur on the first scheduled payday immediately following the adjustment unless there are less than three business days until payday. In that case, salary adjustment will occur on the next payday.

Contract adjustments that reduce the number of working days shall also cause a reduction in earned sick leave and personal leave.

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345 MILEAGE REIMBURSEMENT

- I. ~~Certificated personnel~~Employees required to use their own vehicle on authorized school business have the option to be reimbursed by the District at the IRS business mileage rate in effect on January 1 of each school year.
- II. Mileage reimbursement claims must be completed by the employee, verified by the supervisor monthly, and turned in to the Business Department by the 15 of each month for the preceding month or by the end of each school semester.
- III. This excludes transportation between home and regular duty station.

355 TUITION REIMBURSEMENT

- I. The ~~Board-District~~ shall pay actual tuition cost at the University of Alaska rate in effect on July 1 of each school year for graduate and undergraduate courses for a maximum of three (3) semester hours per year. Application for payment will be made in writing within forty (40) school days after course completion to the Office of the Superintendent.
- II. Compensation for courses successfully completed will be paid within twenty (20) school days of submitting documents showing successful course completion; however, ~~teachers-employees~~ applying for payment of courses starting after November 15 will be paid providing the ~~teacher~~ employee signs a contract for the following school year starting in the same calendar year.
 - A. Returning non-tenured ~~teachers-employees~~ will be reimbursed for any approved classes in the fall of the following school year.
 - B. Classes taken for original Alaska regular certificate will not be eligible for tuition reimbursement.
- III. Any of the following shall be considered evidence of successful course completion:
 - 1) Official transcript
 - 1) Official grade slip
 - 2) A signed verification from a university official
- IV. The procedure for approval of a course shall be as provided in Item 335.
- V. Tuition reimbursement shall not be paid for District-sponsored courses, in-service, or workshops. District-sponsored in this item means that: 1) the District pays the instructor or 2) provides administrative leave for the duration of the course or 3) provides travel and per diem for the ~~teacher~~ employee to take the course.

360 RURAL ~~TEACHER EMPLOYEE~~ TRAVEL REIMBURSEMENT

- I. Upon request, the ~~Board-District~~ shall pay for two round-trip airfares per school year to all rural schools, not on the road system, for each rural ~~teacher-employee~~ and their family members. The ~~Board-District~~ shall also pay for four hundred (400) pounds of air freight for each adult and two hundred (200) pounds of air freight for each child in the family from the City of Kodiak to the duty station and back to the City of Kodiak, or from one rural site to another if the ~~teacher-employee~~ is transferred to another rural assignment.

- II. The ~~Board-District~~ also agrees to pay the round-trip airfare and per diem, as specified in School Board Policy, if the ~~teacher-employee~~ is required to travel on a District-sponsored trip, in-service program, athletic event, workshop, or other activity.

365 EXTRA-DUTY ACTIVITIES SALARY AND RANGE

- I. The District shall review the extracurricular program to determine which activities shall be included and the extent to which the District shall engage in each of the included activities. This review by the District may also occur prior to the beginning of the activity and, in addition, during the activity based on student participation.
- II. Authorized activities will be compensated by assignment to one (1) of the seven (7) salary ranges each of which has ten (10) experience steps as shown in the schedule below. The range number at the right of each activity is the range assigned for extra-duty salary purposes. The percentages shown are percentages of the BA/0 level of Item 315.

| STEP | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|------|-------|-------|-------|-------|-------|-------|-------|
| 0 | .0200 | .0400 | .0480 | .0560 | .0640 | .0880 | .1280 |
| 1 | .0210 | .0420 | .0504 | .0588 | .0672 | .0924 | .1344 |
| 2 | .0220 | .0440 | .0528 | .0616 | .0704 | .0968 | .1408 |
| 3 | .0230 | .0460 | .0552 | .0644 | .0736 | .1012 | .1472 |
| 4 | .0240 | .0480 | .0576 | .0672 | .0768 | .1056 | .1536 |
| 5 | .0250 | .0500 | .0600 | .0700 | .0800 | .1100 | .1600 |
| 6 | .0260 | .0520 | .0624 | .0728 | .0832 | .1144 | .1664 |
| 7 | .0270 | .0540 | .0648 | .0756 | .0864 | .1188 | .1728 |
| 8 | .0280 | .0560 | .0672 | .0785 | .0896 | .1232 | .1792 |
| 9 | .0290 | .0580 | .0696 | .0812 | .0928 | .1276 | .1856 |

- III. Ten (10) experience steps shall be allowed providing that:
 - A. All experience is gained in the activity for which compensation is being considered.
 - B. All experience from outside the District shall be accompanied by a letter attesting to that service and signed by that ~~teacher's-employee's~~ previous administrator. In assigning an experience step, the administration will equate comparable outside experience in the same activity for which they are being contracted.
 - C. The assignment of experience steps shall not decrease as long as the ~~teacher-employee~~ is employed by the District.
- IV. During the term of this Agreement, the District and KBEA may mutually agree to changes on the attached schedule.
- V. No ~~certificated staffemployee~~ shall be expected to begin extra-duty activities unless they have signed an extra-duty contract.
- VI. ~~Certificated staffEmployees~~ shall not be required to perform activities from this schedule, which have not been compensated.

365 EXTRA-DUTY ACTIVITIES SALARY AND RANGE (cont'd)

- VII. ~~Certificated staff~~**Employees** shall not be required to provide any personal funds while engaged in conducting extra-duty activities for the District. Employees may request an advance for estimated team-incurred expenses if necessary. Advances not documented within ten (10) days will be deducted from salary. If an advance is not given, appropriate expenses incurred will be reimbursed within thirty (30) days of submittal of documentation.
- VIII. Year-long extra duties will be paid one-half in January and the remaining contract amount following completion of the contract in June.
- IX. Allowable per diem will be paid to coaches or other extra-duty staff required to travel.
- X. Extra duty salaries for rural programs will be paid a proportionate amount based on the number of participants and competitions. In the event that an activity combines students from different rural school for a single team, a single extra duty contract will be split among those ~~teachers~~ **employees** who are working with the students during the week and at the competitions.
- XI. These provisions do not apply to Temporary Employment Agreements. Any of the extra-duty positions listed in the following schedule will not be paid through a Temporary Employment Agreement.
- XII. ~~During the FY24 school year a committee will be formed between KBEA and the District to review and update Item 365, including the development of processes. The extra duty contract is for student engagement outside of the school day at regularly scheduled intervals. These opportunities could include practice, performance, and/or travel that are not a requirement of a class or a professional responsibility. Outside of the school day practices, performances, and/or travel can be a professional responsibility and may not qualify as an extra duty contract.~~
- ~~XIII. When activities of the same name for Middle School and High School are concurrent, they must have two sponsors. These Middle School and High School activities may be combined if the sponsors are working collaboratively. If one person is the sponsor for both KMS and KHS activities of the same name, the programs must be run separately.~~
- ~~XIV. Activities marked with an (*) denote a yearlong activity. For these activities, payment will be disbursed in two payments. All other payments will be made upon completion of the activity.~~

365 EXTRA-DUTY SALARY SCHEDULE

| HIGH SCHOOL | |
|-------------------------------------|-----|
| Band | 5 |
| Band Assistant (2)** | 2 |
| Baseball Boys | 5 |
| Baseball Assistant (2)** | 3 |
| Basketball C Team Boys | 3 |
| Basketball C Team Girls | 3 |
| Basketball Junior Varsity Boys | 5 |
| Basketball Junior Varsity Girls | 5 |
| Basketball Varsity Boys | 7 |
| Basketball Varsity Girls | 7 |
| Cheerleading (2)** | 3 |
| Cheerleading Assistant (2)** | 2 |
| Cheerleading Basketball | 4 |
| Cheerleading Basketball Assistant | 3 |
| Cheerleading Football | 4 |
| Cheerleading Football Assistant | 3 |
| Clubs, Clinics, Opportunities | TBD |
| Chorus | 5 |
| Chorus Assistant (2)** | 2 |
| Gross-Country Boys | 5 |
| Gross-Country Boys Assistant (2)** | 3 |
| Gross-Country Girls | 5 |
| Gross-Country Girls Assistant (2)** | 3 |
| Dance Assistant | 2 |
| Dance Team | 5 |
| Drama | 5 |
| Esports | 3 |
| Family, Career, and Community | 2 |
| Football | 5 |
| Football Assistant | 3 |
| Football Junior Varsity | 3 |
| | |

| HIGH SCHOOL cont'd | |
|-----------------------------------|---|
| Hockey | 5 |
| Hockey Assistant | 3 |
| * Intramurals Boys (2)** | 2 |
| * Intramurals Girls (2)** | 2 |
| * Key Club | 2 |
| * Knowledge Masters | 1 |
| * National Honor Society | 2 |
| Native Youth Olympics | 5 |
| * Pep Club | 2 |
| Orchestra | 5 |
| Soccer Varsity Boys | 5 |
| Soccer Assistant Boys | 3 |
| Soccer Varsity Girls | 5 |
| Soccer Assistant Girls | 3 |
| Softball Girls | 5 |
| Softball Assistant (2)** | 3 |
| * Student Council | 6 |
| * Student Council Assistant (2)** | 3 |
| Swimming | 6 |
| Swimming Assistant (2)** | 3 |
| Tennis | 5 |
| Track & Field Boys | 6 |
| Track & Field Girls | 6 |
| Track Assistant Boys (2)** | 3 |
| Track Assistant Girls (2)** | 3 |
| Volleyball C Team | 2 |
| Volleyball Junior Varsity | 3 |
| Volleyball Varsity | 6 |
| Wrestling | 5 |
| Wrestling Assistant (2)** | 3 |
| * Yearbook | 4 |
| | |

| RURAL | |
|---------------------------|---|
| Basketball Boys | 2 |
| Basketball Girls | 2 |
| Basketball Jr. High Boys | 1 |
| Basketball Jr. High Girls | 1 |
| Cheerleading | 1 |
| Gross-Country | 2 |
| * Intramurals | 2 |
| * National Honor Society | 1 |
| * Student Council | 2 |
| Track & Field | 1 |
| Volleyball | 2 |
| Wrestling | 2 |
| | |

If rural volleyball, wrestling, or basketball teams compete in Regionals, then Rang 3:

365 EXTRA-DUTY SALARY SCHEDULE (cont'd)

| MIDDLE SCHOOL | | |
|----------------------|----------------------------------|---|
| * | Band | 2 |
| | Band Assistant | 4 |
| | Basketball Assistant Boys (2)** | 2 |
| | Basketball Assistant Girls (2)** | 2 |
| | Basketball Boys | 3 |
| | Basketball Girls | 3 |
| | Cheerleading (2)** | 2 |
| * | Chorus | 2 |
| | Chorus Assistant | 4 |
| | Gross Country Boys | 4 |
| | Gross Country Girls | 4 |
| | Drama | 4 |
| * | Intramurals Boys (2)** | 3 |
| * | Intramurals Girls (2)** | 3 |
| | Orchestra | 2 |
| * | Student Council | 2 |
| | Student Council Assistant | 4 |
| | Swimming | 2 |
| | Track & Field | 2 |
| | Track Boys | 2 |
| | Track Boys Assistant (2)** | 4 |
| | Track Girls | 2 |
| | Track Girls Assistant (2)** | 4 |
| | Volleyball | 3 |
| | Volleyball Assistant (2)** | 2 |
| | Wrestling | 3 |
| | Wrestling Assistant (2)** | 2 |
| * | Yearbook | 2 |

| ELEMENTARY | | |
|-------------------|--------------------|---|
| * | Intramurals (2)** | 3 |
| * | Music (per school) | 4 |
| * | School Patrol | 2 |

If one person combines High School and Middle School, then they receive the High School stipend only.

If one person does Middle School Band and Chorus, then Band-2/Chorus-1.

If one person does High School Band and Chorus, then Band-5/Chorus-3.

Columns marked with * are year-long activities and disbursed in two payments. Other activities are paid upon completion.

**** Denotes number of available positions; otherwise, one.**

In order to receive a stipend, practices must occur outside of the contract day. Concerts are not eligible for stipends as they are part of the scheduled class.

365 EXTRA-DUTY SALARY SCHEDULE

| HIGH SCHOOL ATHLETICS | Range |
|--|--------------|
| Baseball Head Coach | 6 |
| Baseball JV/Assistant (as needed) | 4 |
| Basketball Head Coach Boys | 7 |
| Basketball JV/Assistant Boys (as needed) | 5 |
| Basketball Head Coach Girls | 7 |
| Basketball JV/Assistant Girls (as needed) | 5 |
| Cheerleading Basketball Head Coach | 5 |
| Cheerleading Basketball JV/Assistant (as needed) | 3 |
| Cheerleading Football Head Coach | 4 |
| Cheerleading Football JV/Assistant (as needed) | 2 |
| Cross Country Head Coach Boys | 5 |
| Cross Country JV/Assistant Boys (as needed) | 3 |
| Cross Country Head Coach Girls | 5 |
| Cross Country JV/Assistant Girls (as needed) | 3 |
| Dance Team Head Coach | 5 |
| Dance Team JV/Assistant (as needed) | 3 |
| Esports Head Coach | 3 |
| Esports JV/Assistant (as needed) | 1 |
| Football Head Coach | 6 |
| Football JV/Assistant (as needed) | 4 |
| Hockey Head Coach | 7 |
| Hockey JV/Assistant (as needed) | 5 |
| Native Youth Olympics Head | 5 |
| NYO JV/Assistant (as needed) | 3 |
| Soccer Head Coach Boys | 6 |
| Soccer JV/Assistant Boys (as needed) | 4 |
| Soccer Head Coach Girls | 6 |
| Soccer JV/Assistant Girls (as needed) | 4 |

| HIGH SCHOOL ATHLETICS | Range |
|--|--------------|
| Softball Head Coach | 6 |
| Softball JV/Assistant (as needed) | 4 |
| Swimming Head Coach | 7 |
| Swimming JV/Assistant (as needed) | 5 |
| Tennis Head Coach | 5 |
| Tennis JV/Assistant (as needed) | 3 |
| Track & Field Head Coach Boys | 6 |
| Track & Field JV/Assistant Boys (as needed) | 4 |
| Track & Field Head Coach Girls | 6 |
| Track & Field JV/Assistant Girls (as needed) | 4 |
| Unified Track Head Coach | 4 |
| Unified Track JV/Assistant (as needed) | 2 |
| Volleyball Head Coach | 7 |
| Volleyball JV/Assistant (as needed) | 5 |
| Wrestling Head Coach | 6 |
| Wrestling JV/Assistant (as needed) | 4 |
| All High School Athletic Programs have the ability to add a C Team or additional Assistant Coach as needed based on student participation. | |

365 EXTRA-DUTY SALARY SCHEDULE (cont'd)

| HIGH SCHOOL ACTIVITY | Range |
|---|--------------|
| <u>Concert/Marching Band Club Sponsor</u> | <u>5</u> |
| <u>Concert/Marching Band Club Assistant (as needed)</u> | <u>3</u> |
| <u>Pep Band Club Sponsor</u> | <u>5</u> |
| <u>Pep Band Club Assistant (as needed)</u> | <u>3</u> |
| <u>Jazz Band Club Sponsor</u> | <u>5</u> |
| <u>Jazz Band Club Assistant (as needed)</u> | <u>3</u> |
| <u>C'amai Club Sponsor</u> | <u>2</u> |
| <u>C'amai Club Assistant (as needed)</u> | <u>1</u> |
| <u>Chorus Club Sponsor</u> | <u>5</u> |
| <u>Chorus Club Assistant (as needed)</u> | <u>3</u> |
| <u>Drama Club Sponsor</u> | <u>5</u> |
| <u>Drama Club Assistant (as needed)</u> | <u>3</u> |
| <u>Drama, Debate and Forensics Club</u> | <u>5</u> |
| <u>DDF Club Assistant (as needed)</u> | <u>3</u> |
| <u>Family, Career, and Community Leaders Club Sponsor</u> | <u>5</u> |
| <u>FCCLA Club Assistant (as needed)</u> | <u>2</u> |
| <u>Intramurals Club Sponsor Boys*</u> | <u>2</u> |
| <u>Intramurals Club Assistant Boys (as</u> | <u>1</u> |
| <u>Intramurals Club Sponsor Girls*</u> | <u>2</u> |
| <u>Intramurals Club Assistant Girls (as</u> | <u>1</u> |
| <u>Key Club Sponsor*</u> | <u>2</u> |
| <u>Key Club Assistant (as needed)</u> | <u>1</u> |
| <u>National Honor Society Club Sponsor*</u> | <u>2</u> |
| <u>NHS Club Assistant (as needed)</u> | <u>1</u> |
| <u>Orchestra Club Sponsor</u> | <u>5</u> |
| <u>Orchestra Club Assistant (as needed)</u> | <u>3</u> |
| <u>Pep Club Sponosr*</u> | <u>2</u> |
| <u>Pep Club Assistant (as needed)</u> | <u>1</u> |
| <u>Student Council Club Sponsor*</u> | <u>6</u> |
| <u>Student Council Club Assistant (as</u> | <u>4</u> |
| <u>Yearbook Club Sponsor*</u> | <u>4</u> |
| <u>Yearbook Club Assistant (as needed)</u> | <u>2</u> |

| RURAL ACTIVITY | Range |
|----------------------------------|--------------|
| <u>Basketball Boys</u> | <u>2</u> |
| <u>Basketball Girls</u> | <u>2</u> |
| <u>Basketball Jr. High Boys</u> | <u>1</u> |
| <u>Basketball Jr. High Girls</u> | <u>1</u> |
| <u>Cheerleading</u> | <u>1</u> |
| <u>Cross Country</u> | <u>2</u> |
| <u>Intramurals*</u> | <u>2</u> |
| <u>National Honor Society*</u> | <u>1</u> |
| <u>Student Council*</u> | <u>2</u> |
| <u>Track & Field</u> | <u>1</u> |
| <u>Volleyball</u> | <u>2</u> |
| <u>Wrestling</u> | <u>2</u> |

All Rural Activities may have an Assistant or JV Coach as needed for student participation. Paid at the range listed for the corresponding assistant above.

365 EXTRA-DUTY SALARY SCHEDULE (cont'd)

| KMS ATHLETICS | Range |
|--------------------------------|--------------|
| <u>Basketball Boys</u> | <u>3</u> |
| <u>Basketball Girls</u> | <u>3</u> |
| <u>Cheerleading</u> | <u>3</u> |
| <u>Cross Country Boys</u> | <u>3</u> |
| <u>Cross Country Girls</u> | <u>3</u> |
| <u>Native Youth Olympics</u> | <u>3</u> |
| <u>Intramurals Boys*</u> | <u>3</u> |
| <u>Intramurals Girls*</u> | <u>3</u> |
| <u>Swimming & Diving</u> | <u>3</u> |
| <u>Track & Field Boys</u> | <u>3</u> |
| <u>Track & Field Girls</u> | <u>3</u> |
| <u>Volleyball Boys</u> | <u>3</u> |
| <u>Volleyball Girls</u> | <u>3</u> |
| <u>Wrestling</u> | <u>3</u> |

| | |
|--------------------------------|----------|
| <u>KMS Athletic Assistants</u> | <u>2</u> |
|--------------------------------|----------|

| KMS ACTIVITIES | Range |
|------------------------------|--------------|
| <u>Band Club*</u> | <u>2</u> |
| <u>Chorus Club*</u> | <u>2</u> |
| <u>Drama Club</u> | <u>2</u> |
| <u>Orchestra Club*</u> | <u>2</u> |
| <u>Student Council Club*</u> | <u>2</u> |
| <u>Yearbook Club*</u> | <u>2</u> |

| | |
|-----------------------|----------|
| <u>KMS Assistants</u> | <u>1</u> |
|-----------------------|----------|

All KMS Athletics and Activities listed have an Assistant position available as needed to accommodate student participation

| ELEMENTARY ACTIVITIES | Range |
|------------------------------|--------------|
| <u>Intramurals Club</u> | <u>3</u> |
| <u>Music Club</u> | <u>1</u> |
| <u>School Patrol Club</u> | <u>1</u> |

| PK-12 ACTIVITIES | Range |
|---------------------------|--------------|
| <u>Clinics, Clubs and</u> | <u>1</u> |

370 SUPPLEMENTAL CONTRIBUTIONS

I. 403(b) Supplemental Retirement Account

A. The District shall provide employees the opportunity to participate in a voluntary 403(b) supplemental retirement plan. Participation requires enrollment by the employee with the designated plan administrator. Employees may elect to contribute to this supplemental retirement account, up to the allowable IRS limits, via payroll deductions, by submitting the appropriate form to payroll.

II. Health Savings Account

A. The District provides employees the opportunity to participate in a voluntary Health Savings Account (HSA), provided the employee is enrolled in a qualifying High Deductible Health Plan (HDHP). Participation requires enrollment by the employee with the designated HSA administrator.

B. Employees may elect to contribute to their HSA, up to the allowable IRS limits, through payroll deductions by submitting the appropriate authorization form to Payroll.

III. District Contribution Program

A. In addition to employee voluntary contributions to the 403(b) and/or HSA, the District shall provide an annual five hundred dollar (\$500) contribution for each eligible employee.

B. Employees may elect to have this District contribution deposited into either:

i. The employees 403(b) supplemental retirement; or

ii. The employee's Health Savings Account (HSA), provided the employee is enrolled.

C. The District contributions shall be made in the January 23 paycheck.

D. Employees must submit their annual election to payroll no later than December 15 of each year. If no election is made, the contribution shall default to the employee's HSA account. If the employee is not enrolled in either an eligible 403(b) or HSA, the employee forfeits the contribution for that year.

400 INSURANCE

406 LIFE INSURANCE

- I. The ~~Board-District~~ shall provide, on a non-contributory basis, a group Life and Accidental Death and Dismemberment insurance plan for each .43 FTE and above ~~certificated teacheremployee~~ in an amount equal to ~~eighty-five thousand dollars (\$85,000)~~. In the event of an accidental death, the insurance shall pay double the above amount. The program of benefits will be as described in a Master Contract between the District and the insurance carrier but shall be in effect when the ~~teacher employee~~ is on District-approved travel.
- II. Upon retirement, an ~~certificated staff employee member~~ may elect to continue in force the Life Insurance coverage provided by the ~~Board-District~~ during the period of the member's employment if and to the extent allowed by the plan. If such an election is made, the retired ~~certificated staff member employee~~ shall pay all premiums for the insurance. The maximum face value of such insurance shall not exceed that of the policy provided by the ~~Board-District~~ to the employee immediately prior to the employee's retirement.
- III. An ~~certificated teacheremployee~~ on an approved leave of absence may elect to continue in force the Life Insurance coverage provided by the ~~Board-District~~ during the period of the member's employment. If such election is made, the ~~certificated teacheremployee~~ shall pay all premiums for the insurance at the "group rate" premium rate.

410 HEALTH INSURANCE

- I. The Kodiak Island Borough School District shall offer a High Deductible group health care plan for ~~certificated~~ employees and dependents with benefits no less than those offered in the Kodiak Island Borough School District Plan Document Effective July 1, 2016.
- II. The High-Deductible Health Plan (HDHP) shall have no more than a three thousand five hundred dollar (\$3500) (individual) and seven thousand dollar (\$7000) (family) deductible. Participation in the HDHP will be at the option of the ~~certificated~~ employee (subject to limited enrollment periods). The District shall also make available a District sponsored health savings account (HSA) conditioned upon and subject to applicable statutes and regulations.
- III. Pursuant to Section 125 of the United States Tax Code as amended, the District shall offer the employees the option of participating in a group health plan. Requirements for and benefits of participation in the health plan shall be set forth in the District's Section 125 Plan which may be amended from time to time to conform to the requirements of Section 125.
- IV. ~~Certificated~~ Employees who choose to participate in the health care plan offered by the District shall contribute, through compensation reduction premium costs subject to any applicable limitations of Section 125 of the United States Tax Code as amended.
- V. When an teacher employee has worked for the District for thirty (30) consecutive days, they become eligible for participation.
- VI. No employee covered by this agreement shall receive health insurance from more than one District policy.
- VII. ~~Certificated~~ Employees who choose to participate in the health care plan offered by the District pursuant to Section 125 of the United States Tax Code shall contribute through compensation reduction premium costs according to the following schedule:

FY20264-20269, the District shall pay 97% and participating employees shall pay 3% of the HDHP rates. Employees who have a District HSA will receive a \$500 contribution to their HSA on the January 23 paycheck, annually (see Item 370: SUPPLEMENTAL CONTRIBUTIONS).

Part-time employees or employees moving from full to part-time status who elect to have insurance coverage shall pay a proportionate share of the premium cost. However, no part-time employee shall be required to pay more than fifty percent (50%) of the premium cost.

The employee contributions of the health insurance premium will be deducted in twenty (20) or twenty-four (24) equal contributions beginning with the first pay period in September.

With mutual consent, this item may be altered in such a way as to reduce costs to both parties.

410 HEALTH INSURANCE (cont'd)

*If an agreement is not reached for years subsequent to this contract, the last stated schedule of cost sharing will be used to calculate District/employee health insurance premium contributions.

VIII. Surplus of Health Insurance Premiums

The District will, by December 31 of each year, calculate a final cost of the insurance plan for the previous fiscal year which shall include all participants that were in the Plan for that year. To the extent, if any, there is a surplus of premiums paid in excess of costs, each employee participant will be refunded on or before December 31 of each year, an amount of the surplus that is directly proportional to the amount that the employee participant paid in premiums during the previous fiscal year (as compared to the District's contribution to premium).

IX. Insurance Committee

KBEA will participate in scheduled insurance committee meetings (which shall include KIESA, KAA, ~~Exempt Employee~~KAP and Superintendent Representation). The committee shall meet a minimum of three times per school year (in the fall, spring, and June following receipt of rates) unless otherwise agreed in writing by both parties. The committee shall only consider current health insurance issues such as benefits, selection of broker, surplus accounts, changes, or modifications thereto and procedures and protocols related to the operation of this committee. If the committee proposes changes to benefits, such changes may be implemented during the term of this negotiated agreement upon the written agreement of the District and KBEA authorized officials. KBEA shall consider changes proposed by the Insurance Committee in accordance with the by-laws of KBEA. Any party may add an agenda item consistent with this paragraph.

500 LEAVES

505 CIVIC LEAVE

- I. All ~~teachers-employees~~ shall be free to perform civic duties, such as non-personal appearances for court subpoenas, jury duty, holding elective public office and/or serving on all committees, commissions, or other appointive bodies established by the Superintendent, Board ~~of Education~~, Borough Assembly, Commissioner of Education and Early Development, State Commissions, Governor or State Legislature providing that service in this capacity does not, in the opinion of the Superintendent, disrupt the educational process for which the ~~teacher-employee~~ is hired or add unreasonable burden to the District in the opinion of the Superintendent.
- II. Civic leave requests resulting from court subpoenas will only be granted if such subpoenas are non-personal in nature. An ~~n teacher-employee~~ requesting civic leave resulting from being subpoenaed shall submit a written leave request along with a copy of the subpoena to the Superintendent for approval. An ~~n teacher-employee~~ granted civic leave resulting from a court subpoena is expected to be absent from their ~~teaching-employee~~ assignment only during the actual court appearance with an appropriate time allowance for travel to and from the court appearance.
- III. At the discretion of the Superintendent, an ~~n-certificated staff member-employee~~ may be granted, upon written request, a leave with pay for civic duties at the state and local level.
- IV. The ~~Board-District~~ will not be liable for any travel or per diem. Any pay, excluding per diem and travel pay, received for services while on such a paid leave shall be refunded to the District.

510 ~~EMERGENCY-ADDITIONAL LEAVE~~

~~A total of Sseven (7) days of non-accumulative paid leave days may be allowed for emergency purposes granted per contract year, inclusive of Emergency Leave and Bereavement Leave, for the purposes described below.~~

I. Emergency Leave

- A. The District shall provide emergency leave at full pay when unavoidable absence is due to (but not limited to) weather, ~~bereavement, impending death~~, serious accident, transportation delay, acute unanticipated home maintenance problems, or threat to property.
- B. ~~An emergency is defined as suddenly precipitated, or of such a nature that pre-planning or rescheduling is not possible.~~
- C. Emergency leave may be granted by the Superintendent ~~or designee~~ when situations occur that are not identified in this ~~Article~~ ~~item and any such approval does not set a precedent.~~ ~~An emergency is defined as suddenly precipitated or of such a nature that pre-planning or rescheduling is not possible.~~
- D. The employee will make reasonable effort to contact their supervisor or office personnel to communicate a return time.
- E. ~~Rural employees will be allowed two (2) additional days to be used when weather restricts travel back to their rural sites.~~

II. Bereavement Leave

- A. ~~Three (3) days of non-accumulative paid leave days may be allowed for an absence occasioned by a notification of death, impending death or memorial service/funeral of an employee's or their spouse's/domestic partner's immediate family. Immediate family, for the purpose of bereavement leave shall be defined as parent, spouse, domestic partner, sibling, child (step, foster, adopted, in loco parentis), or a person for whom the employee is the legal guardian, and such a person lives in the same household as the employee.~~
- B. ~~In the case of travel, an employee may be allowed an additional four (days).~~
- C. ~~In the event of the death, impending death, or memorial service/funeral of an individual not included in the above list, bereavement leave may be granted on a case-by-case basis, at the discretion of the Superintendent, and any such approval does not set a precedent.~~

515 PARENTAL LEAVE

- I. Parental leave is defined as a temporary leave of absence without pay due to pregnancy, birth or adoption and shall be available to either parent.
- II. The District shall not discriminate against or exclude from employment an employee on the basis of pregnancy. Pregnancy will be treated like any other temporary disability for all job-related purposes.
- III. ~~Teachers-Employees~~ anticipating parental leave are encouraged to notify the District within the first three (3) months of pregnancy, birth, or adoption proceedings (or the first week of school if the third month ~~of pregnancy~~ is during the summer recess). The ~~teacher-employee~~ shall also file with the District a medical affidavit from their physician certifying that no health problems exist which would impair their effectiveness in the classroom.
- IV. Parental leave requests shall include the following:
 - A. Application for leave at least sixty (60) calendar days prior to the approximate leave request date.
 - B. A revised request with a specific leave date shall be filed two (2) weeks in advance of leave date.
- V. Accrued sick leave as provided in Item 525 may be used during the temporary disability resulting from pregnancy.
- VI. Parental leave may begin at the eighth month of pregnancy if the ~~teacher-employee~~ so chooses and continue through six (6) weeks after the birth or adoption of the child. If an employee has been employed full-time at least one-year, parental leave may continue through eighteen (18) weeks after the birth or adoption of the child.
- VII. If both members of a teaching couple request parental leave and the District is unable, after diligent effort, to secure a certificated substitute for one of the positions, one of the leaves may be limited to twenty (20) teaching days.
- VIII. For cases of parental bonding when both parents are members of KBEA employees as defined in Item 112: DEFINITIONS and one or more qualify for AFLA/FMLA, AFLA/FMLA can be taken by one parent and parental leave can be taken by the other, either concurrently or subsequently.

525 SICK LEAVE

The District ~~and~~ KBEA agree that sick leave is a right that should not be abused. The ~~Board-District~~ shall credit, without limit, sick leave with pay to all regularly contracted, ~~certificated personnel-employees~~ in a manner consistent with the following provisions. ~~Contract adjustments that reduce the number of working days shall also cause a reduction in earned sick leave.~~

- ~~1)I.~~ Sick leave is accrued at the rate of one and one-third (1 1/3) days for each calendar month or each major portion of each calendar month of actual service.
- ~~2)II.~~ ~~Teachers-Employees~~ are encouraged to arrange routine medical and dental visits outside the workday.
- ~~3)III.~~ The District shall advance ~~the anticipated entitlement of~~ sick leave at the beginning of the school year. ~~Should the employee not fulfill the teaching contract for any reason, S~~sick leave days used in advance and not earned shall be ~~proportionally adjusted and~~ deducted from the ~~teacher's employee's~~ last paycheck. ~~should the teacher not fulfill the teaching contract for any reason.~~
- ~~IV.~~ Cumulative sick leave earned by an ~~teacher-employee~~ in an Alaskan school district is transferable to any other school district if the ~~teacher's-employee's~~ service is continuous. ~~however, a~~
- ~~4)V.~~ An ~~teacher-employee~~ who is on an approved leave of absence may retain cumulative sick leave for the duration of the approved leave.
- ~~5)VI.~~ An ~~teacher-employee~~ may use accrued sick leave for leave due to personal injury or illness without limitation concerning the duration of usage.
- ~~6)VII.~~ An ~~teacher-employee~~ may use accrued sick leave for the death, illness, or welfare of a person in the ~~teacher's-employee's~~ immediate family (grandparent, ~~mother, fatherparent, wife, husbands~~pouse, ~~son, daughterchild (step, foster, adopted, in loco parentis), or brother, or sistersibling~~).
- ~~7)VIII.~~ The option exists for ~~Alaska Teacher Retirement System~~ Tier 3 employees to sell back their sick leave to the ~~D~~district, upon resignation. The employee must request, no later than May 1, through payroll, the sick leave pay out as outlined below. The sick leave payout will be paid out on the June 23 paycheck.

If an employee worked for the ~~D~~district between 6-9 consecutive years the employee can sell ~~fifteen percent (15%)~~ of their sick leave at a daily rate of ~~two hundred and fifty dollars (\$250)~~.

If the employee worked for the ~~D~~district between 10-14 consecutive years, they can sell back ~~seventeen percent (17%)~~ of their sick leave at a daily rate of ~~two hundred and fifty dollars (\$250)~~.

525 SICK LEAVE (cont'd)

If the employee worked for the district between 15-19 consecutive years, they can sell back nineteen percent (19%) of their sick leave at a daily rate of two hundred and fifty dollars (\$250).

If an employee worked for the District 20 years or more, they can sell back twenty five percent (25%) of their sick leave at a daily rate of three hundred and fifty dollars (\$350).

| Years of consecutive service | Sale % | Daily Rate |
|------------------------------|--------|------------|
| 6-9 | 15% | \$250 |
| 10-14 | 17% | \$250 |
| 15-19 | 19% | \$250 |
| 20+ | 25% | \$350 |

Sample: 10 sick leave days X 15% X \$250 = \$375 Total Buyout

Should the State of Alaska bring back a defined contribution retirement program this item will sunset, immediately.

Days paid out will be removed from the employees' total and not transferable to another district.

IX. The District may require that the employee provide, at their expense, a licensed health care provider's statement setting forth the date on which an absence due to illness or disability will commence or has commenced and the expected length of the absence consistent with provisions of FMLA/AFLA. When requesting sick leave in advance for prearranged appointments, the District may require a licensed health care provider's statement.

X. If the District has cause to suspect sick leave abuse, or if the District wants to verify that an employee-teacher is sufficiently well to perform teaching duties, the District may require a licensed health care provider's statement, e.g., when sick leave is used in conjunction with weekends or vacation periods or during parent-teacher conferences. In accordance with 4 AAC 15.040, a false statement by an employee-teacher regarding sick leave is sufficient grounds for cancellation of an teacher's-employee's contract and recommendation for revocation of their teaching certificate.

530 SICK LEAVE BANK

- I. The Sick Leave Bank shall be administrated by a Sick Leave Bank Committee. The Committee shall consist of two (2) members selected by the Association and one member selected by the Administration. It is the Committee's responsibility to approve or deny requests for Sick Leave Bank usage. In the case of denial, this request for Sick Leave Bank usage may be appealed to the ~~School~~Board of Education.
- II. Each new member of the bank will donate one day of their sick leave to the bank by their third pay period. Once the bank is built up to four hundred fifty (450) days, no more days will be added until the bank is depleted to three hundred (300) days except for the purpose of entering new members into the bank.
- III. In the event that the bank becomes totally depleted during the school year, each member of the bank will donate an additional day up to a maximum donation of three (3) days per year.
- IV. The first ten (10) days of illness or disability will not be covered by the bank but must be covered by the ~~person's-employee's~~ own accumulated sick leave or absence without pay. An ~~teacher~~ employee on parental leave will not participate in the sick leave bank unless such ~~teacher~~ employee is disabled due to an illness or injury arising from pregnancy as certified by a physician and approved by the Sick Leave Bank Committee.
- V. An ~~person-employee~~ will not be able to withdraw days from the bank until their own sick leave is depleted.
- VI. The number of Sick Leave Bank days available to an ~~teacher-employee~~ shall equal twice the number of days of sick leave the ~~teacher-employee~~ has accumulated before the first day of school in any school year or twenty-four (24) days, whichever is greater.
- VII. ~~Persons-Employees~~ withdrawing Sick Leave Bank days will not have to replace these days except as a regular contributing member of the bank.
- VIII. Sick leave days can only be withdrawn from the bank for individual member's illness.
- IX. Requests for use of Bank Days must be in writing and accompanied by a letter from the attending physician. The request must be filed with the Association President and the ~~buildingunit~~ administrator. The approval of the request shall be subject to the attending physician's supportive statement.
- X. Upon separation from the District, an ~~teacher-employee~~ may donate one (1) day of their accrued sick leave to the Sick Leave Bank. The employee must notify the Payroll Department prior to their separation date.

535 SABBATICAL LEAVE

I. Eligibility

- A. The Board of Education shall have sole responsibility in granting sabbatical leaves.
- B. Teachers-Employees who have rendered active service for seven (7) or more years in the District are eligible for sabbatical leave.
- C. The proposed program of study must be educationally beneficial to the District.
- D. The teacher-employee must agree to return to educational work in the KIBSD-District for two (2) full school years following the leave. An teacher-employee who does not serve for at least two (2) full years after their return shall refund to the District the money paid to them unless their failure to serve is attributable to sickness, injury, or death.
- E. Any teacher-employee applying for sabbatical leave must conform to provisions pertaining to sabbatical leave as outlined in Article 4, Sabbatical Leave, Compiled School Laws - State of Alaska.
- F. For the purposes of this leave, "teacheremployee" shall mean any certificated employee.

II. Application Procedure

- A. The teacher-employee must submit a letter of application for sabbatical leave to the Association not later than January 25.
- B. A plan of proposed study must be submitted with the application.
- C. The Association President or designee shall submit the applications of all sabbatical leave applicants with any recommendations to the Superintendent not later than February 10.
- D. The ~~School~~ Board of Education has the responsibility for the selection of the teacheremployee(s) to be granted the sabbatical leave(s).
- E. Successful applicants must sign a contract before receiving the benefit.

III. Benefit

- A. ~~A teacherEmployee~~(s) on sabbatical leave(s) will receive a stipend of ten thousand five hundred dollars (\$10,500) per school year. In addition, the District will pay for health and life insurance as provided for in Items 406 and 410 of this agreement.
- B. Unless it is otherwise agreed, an teacher-employee returning from sabbatical leave shall return to the position as specified in State Law.
- C. The sabbatical leave does not constitute a break in service for sick leave, tenure, and retirement purposes.

540 PERSONAL LEAVE

I. All full-time ~~certificated~~ employees shall ~~accrue five (5) be entitled to the following~~ personal leave ~~days~~~~accrual~~.

~~0-8 consecutive years of service = 3 days~~

~~9-12 consecutive years of service = 4 days~~

~~13+ consecutive years of service = 5 days~~

The choice to use personal leave shall be solely at the discretion of the employee subject to the following conditions.

II. Except in emergencies, such employees shall give at least twenty-four (24) hours advance notice to their immediate supervisor of their intent to be absent on personal leave.

~~A. — A teacher shall state on the Leave Register the reason is “personal leave.”~~

~~A.B. — Each teacher-employee shall receive their allotted personal days at the start of the school year. Up to ten (10) days can be carried over to the subsequent years.~~

~~C. — No more than five (5) personal leave days may be used in one year.~~

~~DB. In the event an employee has more than 10 days of unused personal leave at the end of a school year, the employee will be reimbursed on the June 23 paycheck for any personal leave in excess of 10 days at the rate of two hundred and fifty dollars (\$250) a day, or three hundred and fifty dollars (\$350) a day for employees with twenty (20) or more years of consecutive service to KIBSDthe District. Any amount under a full day remaining will be prorated at the above identified rate.~~

~~E. — Accumulated personal leave will not be cashed out by employees leaving the District.~~

~~F. — Rural teachers will be allowed two (2) additional days to be used when weather restricts travel back to their rural sites.~~

~~CG. In order to assure continuity of the educational program, principals-unit administrator(s) may deny requests for personal leave, if the number of teachers-employees requesting personal leave for any one day exceeds ten percent (10%) of the teaching staff or otherwise threatens to disrupt the educational program of the school.~~

III. In hardship situations, the Association or the individual may solicit leave donations from ~~the certificated staff~~employees. The Association will forward such requests in writing to the Superintendent, who must give final approval of the leave transfers before such leave becomes effective.

IV. Personal leave shall not be used to lengthen the summer release.

545 LEAVE OF ABSENCE

The Board of Education shall have sole responsibility in granting leave of absence. ~~The Unit Administrator shall forward completed applications for leave of absence to the Superintendent by February 1 for their review and recommendation to the Board.~~ Such leave may be granted for educational, medical, or personal reasons, and each request will be judged on its own merit.

I. ~~Guarantees Rights~~

- A. ~~All rights and benefits to which an employee was entitled at the time their Leave of Absence commenced, including unused accumulated sick leave and privileges under the non-retention statuses shall be restored to them upon their return to the District. A teacher who withdraws approved application for leave of absence before March 1 shall be reinstated to their former position or to a position where qualified. If a teacher's circumstance changes and they wish to withdraw their approved leave of absence application after March 1 they should notify Human Resources as soon as possible.~~
- ~~B. All rights and benefits to which a teacher was entitled at the time their leave of absence commenced, including unused accumulated sick leave and privileges under the non-retention statutes shall be restored to them upon their return to the District.~~
- ~~CB.~~ Upon return from a leave all attempts shall be made to assign an employee to their former position or some other position for which they are qualified, within the same town or rural site at the time said leave commenced, ~~unless a teacher requests a transfer and it is granted. If requesting a change of position, refer to Item 630: EMPLOYEE TRANSFER PROCEDURES.~~
- ~~CD.~~ The ~~teacher employee~~ may elect to pay premiums for District-wide insurance during this period, if allowed under the group insurance contract.
- ~~D. Employees may elect to maintain or join KBEA, AK-NEA, and NEA during the Leave of Absence. All dues associated with membership are the responsibility of the employee.~~

II. ~~Deadlines~~

A. ~~Request for Initial (first year) Leave of Absence Deadlines~~

- ~~i. Request for Initial (first year) Leave of Absence shall be requested of the unit administrator and copied to the Superintendent by February 1 for their review and recommendation to the Board of Education.~~
- ~~ii. An employee may withdraw approved application for the leave of absence through notification to the unit administrator and the Superintendent by February 15 and shall be reinstated to their former position or to a position where qualified, within the same town or rural site at the time said leave commenced.~~
- ~~iii. An employee returning from a Leave of Absence must notify the Superintendent by January 1 if they plan to return to the District the next fall.~~

B. ~~Request for Extension of Leave of Absence Deadlines~~

- i. Requests for an extension to an approved Leave of Absence for a subsequent year shall be made to the unit administrator and the Superintendent **by December 1** for their review and recommendation to the Board of Education.
- ii. An employee may withdraw approved application for Leave of Absence through notification to the unit administrator and Superintendent **by February 15** and shall be reinstated to their former position or to a position where qualified, within the same town or rural site at the time said leave commenced.
- iii. And employee returning from an approved Leave of Absence must notify the Superintendent **by January 1** if they plan to return to the District the next fall.

550 ADMIN PROFESSIONAL DEVELOPMENT LEAVE

Teachers who are awarded a Professional Development Grant by the Kodiak Borough Education Association will receive up to two days of Professional Development Leave. The grant application and follow-up report will be copied to the Superintendent's office. A maximum of sixteen (16) days will be granted. With the Superintendent's prior approval of the grant application, an additional day of Professional Development Leave may be awarded. Employees are eligible to request Admin Professional Leave from the District for professional development opportunities.

555 LEAVE WITHOUT PAY

Leave without pay is highly discouraged and is only to be used in ~~extenuating-compelling~~ circumstances.

In cases of AFLA/FMLA, leave use (personal and sick) is at the discretion of the employee.

An ~~teacher-employee~~ is placed on leave without pay when all other leave has been exhausted.

- I. Personal leave and sick leave ~~may~~shall be proportionately adjusted to the number of days worked.
- II. Contract is adjusted.
- III. ~~A contract adjusted to~~ less than one hundred and forty (140) days will equal no step advancement.
- IV. Stipends will be proportionally ~~ly~~tely adjusted according to the number of days worked.
- V. Any remaining deductions will be spread over remaining days.

735560

PRESIDENT'S LEAVE

- I. The ~~Board District~~ shall grant the President of the Association a maximum of three (3) days for Association business provided that the President of the Association has been assigned a full teaching schedule.
- II. The President of the Association shall give twenty-four (24) hours notice to the unit office when President's leave is to be used.

ASSOCIATION LEAVE

- I. The ~~Board-District~~ shall grant twenty-five (25) days per year of paid Association leave to be used at the discretion of the Association. In addition, fifteen (15) such days shall be granted in the event an Association member is elected to the NEA - Alaska Board of Directors. The President of the Association shall notify the Superintendent in advance whenever Association leave is to be used. The President of the Association shall notify the Superintendent in writing a minimum of 4 weeks, or when an event is known, whenever association leave is to be used.

A tenured ~~teacher-employee~~ who is elected to a NEA national office shall be granted leave necessary to attend NEA duties. The District will then accept reimbursement from NEA in the amount necessary to reimburse the District as association leave taken for this purpose.

- II. The Association will recognize its responsibility for maintaining the continuity of the educational program when utilizing this provision.
- III. Any days in excess of the above will be granted at the discretion of the Superintendent. The Association will reimburse the District for the cost of substitutes for the additional days granted.
- IV. A leave of absence of one (1) year without pay will be granted upon request of one (1) ~~teacher employee~~ designated by the Association for the purpose of serving as an officer of an education association affiliated with the bargaining unit. Such leave will be limited to one (1) at the state or national level of the Association.

600 EMPLOYMENT AND WORKING CONDITIONS

605 LENGTH OF CONTRACT

Total Contract days shall be applied as follows:

| | |
|---|----------------|
| Days with students(*) | 181 |
| Workday before the opening of school | 1 |
| Flex workday (**) | 2 |
| Workday on the second to last day of school (***) | 1 |
| Holidays | 5 |
| TOTAL DAYS | 189 |
| May require up to five additional days for Special Education Department (****) | |

~~* — Up to ten of these days may be allowed as state-approved in-service.~~

~~** A plan to utilize for the use of the two (2) certificated flex-work days shall be determined by the individual teacher-employee and approved by the administrator. For purposes of calculating the total contract days, the two (2) certificated flex-work days shall be indicated on the calendar by an “FW”.~~

~~*** — In the event that the final workday on the District adopted calendar falls on Memorial Day weekend, the District will maintain flexibility and allow teachers to work the hours during the week prior or on the Tuesday following the holiday.~~

~~**** — The District may require up to five (5) additional days for Special Education Department training that would be scheduled as part of the District calendar adoption process. These days would be paid at the teacher’s daily rate.~~

~~The last three (3) days at the end of the secondary first semester will be early release days and will be treated as employee self-directed work time. Employees will be permitted to flex this time with a plan determined by the individual employee and preapproved by the unit administrator. The time will be equitable between elementary and secondary.~~

~~The last week of school on the school calendar for students will be early release days and treated as employee self-directed work time.~~

~~The deadline for employee checkout is 4:00 p.m. on the first weekday (excluding holidays) following the last day of school.~~

607 WORKING DAY

- I. Teachers-Employees will work a maximum of seven (7) hours per day exclusive of the thirty (30) minute duty-free lunch period and assigned or contracted extra-duty.
- II. Student supervision will begin no less than five (5) minutes after the beginning of the employee contract day.
- III. Employees will be given thirty (30) minutes of consecutive employee self-directed work time (ESDWT) at a minimum of four (4) times per week.
 - A. No more than ten (10) employee self-directed work time sessions per school year shall be mandated for legally required meetings without mutual agreement between the employee and the unit administrator(s).
- ~~II. When the District and a full-time secondary teacher agree on a contract addendum that the teacher will teach a class during their prep period, the teacher will have an FTE calculated consistent with Item 608 for the period of the time that the addendum is in effect. For example, teaching six periods in a six-period schedule of equal length will result in an FTE of 1.2. If the District and teacher agree to an addendum as provided in this section, the District shall inform the Association or the Association may request the information but the District shall not be required to advertise the addendum.~~
- ~~III. To help alleviate the substitute shortage a secondary teacher and the District may agree to an alternate addendum which would allow a secondary teacher to provide substitute coverage in a colleague's class during their preparation period at a rate of \$45/hour.~~
- ~~IV. After ten (10) days of providing substitute coverage during their prep, the teacher will be paid at their daily rate or \$45/hour, whichever is higher.~~

608 PART-TIME EMPLOYEES

- I. Part-time employees are those ~~certificated~~ employees who are contracted for less than full-day or full-year employment.
- II. Assigned duty shall be proportionate to the number of contracted work hours per day. Assigned duties will coincide with the part-time employee's working day.
- III. Required attendance by part-time employees on workdays shall be proportionate to contracted work hours. However, this does not preclude attendance beyond the proportionate contracted hours.
- IV. The required level of attendance by part-time employees at in-service will be determined by the District. Any additional time will be compensated at the ~~teacher's-employee's~~ regular pay rate.
- V. Beginning in FY 2010, part-time employees who are employed for 140 or more days of the school year shall receive one (1) full step on the salary schedule the following year. Less than 140 days requires two (2) years of service to receive one (1) full step on the salary schedule.
- VI. The FTE of part-time secondary ~~teacher-employee~~ contracts will reflect the fraction formed by dividing the time required by the part-time assignment (including preparation and duty time) divided by the seven-hour working day. The FTE of a part-time secondary ~~teachers'-employee's~~ contract in student schedules of equal length will be determined by the formula: number of teaching periods divided by the number of periods in the student schedule minus one. For example, an ~~teacher-employee~~ teaching three periods in a six-period schedule of equal periods: $FTE = 3 / (6-1) = .60$ FTE. The FTE of part-time secondary ~~teacher-employee~~ contracts in student schedules of unequal length periods will be determined on a case-by-case basis by the District and the Association.
- VII. In a situation where a secondary school schedule changes, a tenured part-time employee who was under the old schedule will be offered an assignment with at least the same FTE as their previous teaching assignment. If the tenured part-time employee accepts changes in their FTE to accommodate a secondary school schedule change, the District will, in subsequent years, provide the tenured part-time ~~teacher-employee~~ at least the original part-time FTE.

610 INDIVIDUAL ~~TEACHING EMPLOYEE~~ CONTRACT

- I. The contract for regular ~~teaching employee~~ positions will conform to the standard contract conditions as set forth in 4 AAC 18.010. The ~~Board District~~ will sign all contracts prior to the submission to the candidate for ~~signature acceptance~~. ~~Signed C~~contracts must be returned to the District within thirty (30) days of receipt.
- II. No individual ~~teaching employment~~ contract shall differ in format from the standard contract as accepted by both the ~~Board District~~ and the Association as set forth in ~~Item~~ Item 615: CONTRACT OF EMPLOYMENT.
- III. ~~Beginning in FY17, certified e~~Ccontracts will be issued electronically through the employee portal and must be accepted electronically.
- IV. ~~Certificated teachers~~Employees may be offered additional extra-duty contract(s) (~~Item 620~~) separate from their individual ~~teaching employment~~ contract.
- V. An ~~certificated~~ employee who breaks a signed contract without the agreement of the District creates a significant burden on the District and School Staff. An ~~certificated~~ employee who breaks a signed contract without District agreement is subject to one thousand dollars (\$1000) in liquidated damages to partially compensate the District for damages associated with the breach including, but not limited to, staff coverage obligations and recruitment obligations. This amount may be deducted from any amounts due to the ~~certificated~~ employee. This provision shall not be construed as limiting the District from taking other action with either the Department of Education and Early Development, or the Professional Teaching Practices Commission.
- VI. ~~Teachers Employees~~ currently employed by the District who wish to break their contract for the following school year can do so before March 1 without penalty.
- VII. Certification lapses may be considered a breach of contract and could result in loss of step, loss of leave, loss of benefits, and/or contract termination. Repeat offenders may also be obligated to pay one thousand dollars (\$1000.00) in liquidated damages.
- VIII. If an employee signs a contract for which a residency waiver would be considered and submits a residency waiver request which is not granted for any reason, the employee may withdraw from their contractual obligation without penalty within fifteen (15) days of Board of Education action on residency waiver.

20__ - 20__

CONTRACT OF EMPLOYMENT - TEACHER

This contract, made and entered into this [day] of [Month], 20[], by and between the **KODIAK ISLAND BOROUGH SCHOOL DISTRICT**, hereinafter referred to as **DISTRICT**, and <<Last Name>>, <<First Name>> hereinafter referred to as **TEACHER** witnesseth:

In consideration of the mutual covenants and agreements hereinafter contained and of the **DISTRICT'S** employment of **TEACHER** and the rendering of services thereunder by **TEACHER**, the parties do hereby agree as follows:

I. **TEACHER** shall, under the authority of said **BOARD** or its successors, and subject to the supervision and authority of the properly authorized Superintendent of Schools or supervisory principal, teach in said School District during the _____ school year beginning on or about _____ and terminating on or about _____, for a total of not to exceed **189** days.

II. **DISTRICT** shall pay **TEACHER** in accordance with the following salary schedule:

| CLASSIFICATION | EDUCATION LEVEL | EXPERIENCE STEP | ANNUAL SALARY RATE | FTE |
|----------------|-----------------|-----------------|--------------------|-----|
|----------------|-----------------|-----------------|--------------------|-----|

Payable in either twenty (20) or twenty-four (24) (elect one) equal payments, the first to be made On _____, with subsequent payments made on or before the 8 and the 23 of each month, less the contributions required by law and those to be paid to the Teacher's Retirement Fund, and less other proper deductions for loss of time.

- III. **TEACHER** is obligated to abide by the code of ethics and the professional teaching standards adopted by the Professional Teaching Practices Commission.
- IV. Both parties agree that the **DISTRICT** is bound by the provisions of Title 14 of the Alaska statutes, as they pertain to Borough School Districts and **TEACHER** is bound by the same as they apply to Borough **TEACHERS**, and by the rules and regulations of the **DISTRICT**.
- V. **TEACHER** represents that they hold all certificates and other qualifications required by law to be employed as a **TEACHER**; they understand that this credential must be registered in the office of the Superintendent of the **DISTRICT** by the first day of employment with the **DISTRICT**. Contract to be terminated without penalty to the **DISTRICT** should the **TEACHER** fail to obtain a valid certificate in accordance with 4 AAC 12.
- VI. **TEACHER** agrees to the following oath of allegiance as prescribed by AS 39.05.045:

615 CONTRACT OF EMPLOYMENT (cont'd)

“I do solemnly swear (or affirm) that will support and defend the Constitution of the United States and The Constitution of the State of Alaska, and that I will faithfully discharge my duties as a teacher as to the best of my ability.”

Or, if the teacher is not a U.S citizen, the following:

“I do solemnly swear (or affirm) that I do not advocate the overthrow of the constitutional form of government of the United States or Alaska, and that I will faithfully discharge my duties as to the best of my ability”.

- VII. This contract to be terminated without liability to the employing **DISTRICT** should the **TEACHER** fail to discharge the duties imposed either through incapacity or disability, or for cause as determined by AS 14.20.170.
- VIII. This contract to be terminated without penalty to the employing **DISTRICT** should it become necessary to eliminate the position because of a decreased enrollment or funding; provided at least thirty (30) days written notice is given; and provided further that, in hardship cases, the employing **DISTRICT** may, in its discretion, afford such compensation as it deems necessary, but not to exceed payment for twenty (20) days of service at regular contract per diem rate.
- IX. **TEACHER** may be obligated to pay \$1000 in liquidated damages if the **TEACHER** breeches this agreement as provided in ~~Section-Item~~ 610: **INDIVIDUAL EMPLOYMENT CONTRACT** of the Negotiated Agreement.
- X. **TEACHER** agrees to join the Sick Leave Bank as per the terms of ~~item #Item~~ 530: **SICK LEAVE BANK** in the Negotiated ~~edions~~ Agreement.
- XI. **TEACHER** authorizes deductions for the Teachers’ Retirement System, if eligible.
- XII. The contract becomes void if the **TEACHER** does not return ~~a signed copy~~ **an electronically accepted** copy to the **DISTRICT** within thirty (30) days of receipt.

BOARD MEMBER

BOARD MEMBER

TEACHER

MAILING ADDRESS

620 — EXTRA-DUTY CONTRACT/ADDENDUM EXHIBIT III

Name: _____

Range: _____ Experience Step: _____

EXTRA-DUTY CONTRACT

You are hereby offered an extra-duty contract for _____
_____ for school year 20__ - 20__. The salary for this will be _____.

This contract is subject to student participation as set out in Article 365 of the Collective Bargaining Agreement between KBEA and KIBSD:

Signatures:

Unit Administrator _____ Teacher

Superintendent _____ Date

Year-long extra-duties will be paid one-half in January and the remaining contract amount following completion of the contract in June.

625 RIGHT TO ACCOMPANIMENT

If, during the course of a meeting with an administrator, an teacher-employee feels the need for assistance or believes they are facing or may face disciplinary action, the meeting will be recessed for a reasonable period of time until an Association representative or another readily available teacher employee of their choice can be found to accompany them for the remainder of the meeting. During meetings, the Association representative may support the employee as allowed under the employee's Weingarten Rights.

The District and the Association recognize the importance of collaborative training on Weingarten Rights for employees.

The District and the Association further recognize that there may be circumstances where additional representation may be beneficial. In such cases, additional accompaniment may be permitted when mutually agreed upon by the District and the employee.

627 DUE PROCESS

No ~~certificated~~ employee shall be disciplined without just cause.

628 INTENT TO RENEW

I. Employees shall submit, through the employment portal, a notice of intent to renew or not renew their contract, or indicate preferences for future placement (see Item 630: EMPLOYEE REASSIGNMENT PROCEDURE) no later than December 15.

Submission of this notice does not constitute a formal resignation. Employees who are considering separation at the end of their contract are encouraged to indicate that intent to assist the District with preliminary recruitment planning.

II. Employees who are retiring from the District through the State of Alaska Teachers Retirement System Tier II/III are encouraged to provide early written notice of retirement. If the employee provides written notice of retirement by December 1, they will be entitled to a \$1,000 stipend payable on their final paycheck. If the employee provides written notice of retirement by January 1, they will be entitled to a \$500 stipend payable on their final paycheck.

629 NOTICE OF VACANCIES

650 — NOTICE OF VACANCIES

- I. All vacancies of certificated positions that occur during the school year for the following year will be advertised for a minimum of three (3) days. Vacancies will be posted on the ~~d~~District website and sent through district email to certified teachersemployees. ~~In order to~~To be considered for any of these positions, an teacher-employee must apply in the electronic application process.
- ~~II. From June 1 through July 15, the District will advertise and post vacancies for three days. In order to be considered for any of these positions, a teacher must apply in the electronic application process.~~
- III. After July 15, the District will advertise and post all teaching-employee vacancies for two (2) days. ~~In order to~~To be considered for any of these positions, an teacher-employee must apply in the electronic application process.
- ~~IIIV. Hires and transfers a~~After August 1 hires and transfers are at the discretion of the Superintendent.
- IV. If a position comes open after the first school day and is filled by a new hire, that position is open for voluntary transfers the following school year. This voluntary transfer option is available only to those teachers-employees who expressed an interest in writing during the first thirty (30) days after the position was filled.
- ~~V. The District and the Association recognize the value of hiring bargaining unit employees. The District will make reasonable effort, as determined by the District, to recruit qualified bargaining unit employees before subcontracting or offering residency waivers. It is the priority of the District to hire in-person bargaining unit employees. Residency waivers with bargaining unit employees may be considered prior to subcontracting.~~

~~When a posted vacancy has not resulted in a direct hire, the District shall notify the Association of subcontracting the bargaining unit work.~~

629 ~~TEACHER EMPLOYEE~~ REASSIGNMENT PROCEDURE

I. ~~Definitions~~ Considerations

- A. Reassignment is defined as movement within a building. ~~and may be classified as voluntary or involuntary.~~
- B. Reassignment ~~that is voluntary can~~ may also include ~~an~~ increases ~~and or~~ reductions in contracted hours when that change is beneficial to the program and agreed ~~to upon~~ by both the ~~U~~unit ~~A~~administrator and ~~individual teacher~~employee.
- C. ~~When reassignment is being considered, qualifications shall include evaluations, experience, formal training, any applicable state or federal standards for employees in that position, and length of service.~~

II. ~~Voluntary~~ Reassignment ~~may occur before new positions become open for transfer.~~

- A. ~~Not less than annually, building/unit administrator(s) will seek input from individual employees regarding their preferences for open assignments. Employees are to communicate with their building/unit administrator(s) regarding their assignment preference(s).~~
- B. ~~When a certificated position in a unit becomes vacant, the unit administrator shall inform unit employees of the vacancy no less than one (1) day prior to the position being posted. Such a notice is for the purpose of allowing employees to express their interest in the position.~~

III. Involuntary ~~Town Elementary~~ Reassignment

The ~~Board District~~ and the Association recognize that some involuntary reassignments of ~~an~~ ~~teacher employee~~ within a school may be in the best interest of the District. The procedure shall be as follows:

- A. Written notice of an involuntary reassignment for the coming year should be given to ~~certificated the~~ employees as soon as practicable and not later than the end of the school year.
- B. If an involuntary reassignment becomes necessary during the week prior to the start of school, or during a current school year, the ~~certificated~~ employee involved shall be given four (4) extended contract days to prepare for the new position. ~~Additional days will be given at the Superintendent's discretion.~~ Approved retraining shall be at District expense.
- C. ~~Teachers Employees~~ involuntarily reassigned shall be provided written reasons for the reassignment upon request. Involuntary reassignments shall not be used as a disciplinary action.
- D. ~~Certificated Ee~~ employees who have been involuntarily reassigned shall be informed of open positions via the notice of vacancy (Item ~~65029~~: ~~NOTICE OF VACANCIES~~). Involuntarily

629 **TEACHER-EMPLOYEE REASSIGNMENT PROCEDURE (cont'd)**

reassigned ~~teachers-employees~~ are encouraged to apply for any positions in which they are interested.

E. All formal evaluations of an ~~teacher-employee~~ who has been reassigned involuntarily shall, if requested:

~~1.1)~~ Contain a statement of the circumstances

~~2.)~~ Reflect the efforts of the ~~teacher-employee~~ to get the training necessary to become qualified in that position.

F. When possible, employees who have been involuntarily reassigned may be provided an opportunity to return to their previous position.

~~IV. Not less than annually, building/unit administrator will seek input from individual teachers regarding their preferences for open assignments. Teachers are to communicate with their building/unit administrator regarding their assignment preference(s):~~

630 ~~TEACHER EMPLOYEE~~ TRANSFER PROCEDURE

The ~~Board District~~ has the right to transfer any ~~teacher employee~~ as reasonably necessary to any school within the District provided that the ~~teacher employee~~ is qualified in the new position.

I. Definitions

A. Transfer is defined as movement from building to building.

II. Reassignment may occur before new positions become open for transfer.

III. Voluntary Transfer

A. Recognizing the desirability of filling vacancies and new positions from within the District's own ~~certificated staff employees~~, the following policies shall be followed when employees are qualified:

- 1.) ~~All certificated e~~Employees shall have equal access to the ~~teacher employee~~ transfer procedure.
- 2.) District certificated employees shall be given preference when requesting positions within the District for which they are qualified.
- 3.) When a position opens and a qualified employee of the District has applied for the position, that employee will ~~get consideration~~ be considered for the position.
4. ~~All qualified teachers employees being considered for transfer will be interviewed by the building unit administrator, district administrator, or building unit hiring team. The transfer will be granted, provided the employee is the most qualified among those being considered for the position.~~
5. ~~When employees are being considered, qualifications shall include evaluations, experience, formal training, any applicable state or federal standards for the position, and length of service. The transfer will be granted, provided the employee is the most qualified among those being considered for the position. If two employees are determined to be equally qualified, the employee with seniority shall be granted the position.~~
6. ~~If the transfer is denied, the teacher employee, upon request, will be provided with written reasons for the denial.~~
- 4) ~~Qualifications shall include evaluations, experience, formal training, any applicable state, or federal standards for teachers in that position, and length of service.~~
- 7.5) Transfers after August 1 are at the discretion of the Superintendent.
- 8.) If a position comes open after the first school day and is filled by a new hire, ~~that the~~ position is open for voluntary transfers the following school year. This voluntary transfer

630 **TEACHER EMPLOYEE TRANSFER PROCEDURE (cont'd)**

option is available only to those ~~teachers-employees~~ who expressed an interest in writing during the first thirty (30) days after the position was filled

IV. Involuntary Transfer

- A. The ~~Board-District~~ and the Association recognize that some involuntary transfers of an ~~teacher-employee~~ from one school to another may be in the best interest of the district.

Involuntary transfers are undesirable by all parties and should be avoided to the maximum extent possible but, when necessary, the ~~Board-District~~ and Association will make every effort to ensure that the process is completed in a supportive manner.

~~When involuntary transfers are determined to be necessary by the District, the District shall consider multiple factors, including programmatic needs, certification and endorsements, employee experiences, student needs, knowledge of the school or unit, and length of service with the District. No factor alone will be used to make a decision for involuntary transfers.~~

~~B. Transfer Procedure~~The procedure shall be as follows:

~~1. Voluntary transfer will be used prior to the use of involuntary transfer prior to August 1.~~

~~2.4) Written notice of an involuntary transfer shall be given during a scheduled meeting, to ~~certificated~~ employees as soon as practicable but not later than the end of the school year.~~

~~3.2) If an involuntary transfer becomes necessary after the end of the school year, or during a current school year, the ~~certificated~~ employee involved shall be given fourteen (14) ~~calendar~~ days ~~notice~~, exclusive of holidays, ~~notice~~ before the transfer occurs and shall be ~~given-provided~~ three (3) to seven (7) contracted preservice or in-service days to prepare for the new position. The employee and Superintendent may agree to a greater or lesser number of days. Approved retraining shall be at District expense.~~

~~3) Any teacher involuntarily transferred from one rural school to another or from a rural school to town shall have moving expenses paid by the District as required by state law.~~

~~4. Involuntary transfers of existing employees may be used to accommodate the qualifications of the most senior person(s) on the recall list as defined in Item 635: REDUCTION IN FORCE.~~

~~5.4) Teachers-Employees involuntarily transferred shall be provided written reasons for the transfer. Involuntary transfer shall not be used as a disciplinary action.~~

~~6.5) After notification of transfer, the Superintendent shall meet with the ~~certificated~~ employee upon their request, up to a maximum of seven (7) ~~calendar~~ days after the~~

630 ~~TEACHER EMPLOYEE TRANSFER PROCEDURE (cont'd)~~

notice, at which time the employee may request reasons for the transfer be placed in their ~~personnel permanent~~ file.

~~7.6) Certificated E~~ employees who have been involuntarily transferred shall be informed of open positions via the notice of vacancy procedures (Item ~~650629: NOTICE OF VACANCIES~~).

~~8.7)~~ All formal evaluations of an ~~n teacher employee~~ who has been transferred involuntarily shall, if requested:

- i. Contain a statement of the circumstances
- ii. Reflect the efforts of the ~~teacher employee~~ to get the training necessary to become qualified in ~~that the~~ position.

~~9.8)~~ When possible, an ~~n teacher employee~~ that is involuntarily transferred will be provided the opportunity to return to their previous position.

~~CB. Miscellaneous Rural Involuntary Transfers~~

~~1.)~~ It is agreed that ~~teachers employees~~ assigned to schools in town shall not be involuntarily transferred to rural schools.

~~2. Any employee involuntarily transferred from one rural school to another, or from a rural school to town, shall have moving expenses paid by the District as required by state law.~~

~~3.2) Once When married teaching couples spouses/domestic partners are placed employed~~ in rural schools, the District agrees not to involuntarily transfer one of the ~~spouses employees~~. However, the couple may be transferred to another location.

~~3) Involuntary transfers of existing staff may be used to accommodate the qualifications of the most senior person(s) on the recall list as defined in Item 635.~~

635 REDUCTION IN FORCE

I. Introduction

In the event it becomes necessary to have a staff reduction, in accordance with AS 14.20.177, the procedure below shall be followed.

II. Definitions

- A. Reduction in Force (RIF) for the purposes of this agreement means a staff reduction pursuant to AS 14.20.177.
- B. “Seniority” means an employee’s length of continuous service in years, months, and days with the District. Seniority shall accrue from the first date of ~~Board action to offer an employment~~work under the employee’s approved contract that initiated continual employment. Such action shall be retroactive if the employee is currently employed. Seniority is further modified or defined by the following:
- 1.) Time spent on unpaid or paid leave shall count toward seniority.
 - 2.) Seniority earned as an employee shall be retained so long as the individual remains an employee of the District.
 - 3.) Seniority of part-time employees shall not be prorated but rather shall be treated as if they had always been employed on a full-time basis.
 - 4.) Ties in length of service shall be resolved by lot.
 - 5.) An teacher-employee hired to replace an n teacher-employee on a leave of absence or sabbatical leave is not defined to have seniority over a regular first year teacher-employee. These leave replacement teachers-employees will be placed at the bottom of the seniority list as follows: first hired, highest seniority. In recalling teachers employees from this category, the desired content endorsement is an additional qualification. Such an n teacher-employee shall be notified by letter, at the time of hire, that they are replacing an n teacher-employee on leave of absence or sabbatical leave and the name of the teacher-employee they are replacing shall be specified in the letter. A copy of the letter shall be forwarded to the Association within thirty (30) days of hire. If the teacher-employee named in the notification letter does not return to the District, the leave replacement teacher-employee becomes a regular teacher-employee for seniority purposes.
- C. “Layoff” means an unpaid, involuntary, suspension of employment caused by a reduction in staff.
- D. “Recall” means the right to return to service during the layoff period. Recall shall be available to the laid off employee for three years, commencing on the opening day of school in the calendar year in which the employee was laid off.

635 REDUCTION IN FORCE (cont'd)

- E. "Qualified" for the purposes of this item shall be defined by criteria set forth in AS 14.20.177.
- F. "Seniority List" means a District-wide list specifying each ~~teacher-employee~~ by the order of seniority as per item no. 2 above. The list shall be prepared by the District, and a copy shall be provided to the Association by November 1 each year, if so requested.

III. Preventative Procedures

If a RIF becomes necessary, the District shall, to the extent possible, first try to place the employee in another available vacant position for which they qualify, then use attrition, then give special consideration to any employee request for unpaid leaves, then allow job sharing, then solicit volunteers for leave of absence. To effectuate this procedure the following shall occur:

- A. The District shall, through a letter of intent at least two (2) weeks prior to the date by which the employee must be notified of nonretention, canvass the employees to determine which, if any, employee(s) intends to resign (or retire) effective at the conclusion of the school year, as per the provisions of Item 640: NOTIFICATION OF NON-EMPLOYMENT of this agreement.
- B. If the number of voluntary resignations and approved leaves of absence is not sufficient to eliminate the need for a RIF, the District shall accept applications from individuals who would like to share a single position. Employees who volunteer to job share will each receive the appropriate proportion of their annual salary. Such employees will also, for the purposes of seniority, receive credit for a full year's service for each year they are involved in job sharing caused by a RIF. Once an employee has elected to job share, the employee is bound by that election unless recalled to a full-time position. ~~as set forth in Sections F and G of this article.~~
- C. If the number of voluntary resignations and approved leaves of absence is not sufficient to eliminate the need for a RIF, the District shall seek and consider additional requests for leave of absence and shall agree to provide any such volunteers insurance, as per Items 406: LIFE INSURANCE and Item 410: HEALTH INSURANCE of the agreement (if allowed under the group insurance contract), for the duration of the leave of absence.
- D. This provision is not available to employees who have applied for and been granted leave of absence under Item 545: LEAVE OF ABSENCE of this agreement.
- E. The insurance benefit will be terminated if the person on leave applies for unemployment compensation.

635 REDUCTION IN FORCE (cont'd)

- F. If the number of voluntary resignations and approved leaves of absences are not sufficient to eliminate the need for RIF, the District shall solicit personnel for voluntary lay-off. Volunteers shall be placed on a priority substitute list. They will be called based on seniority and paid at the prevailing substitute rate. Those persons volunteering for layoffs will be placed at the top of the recall list on the basis of their seniority.

IV. Initiation of RIF

The District shall notify the Association of any potential need for a RIF at least thirty (30) days prior to any employees receiving notification of layoff. Accompanying the notice shall be supporting documentation used by the District to conclude that a RIF may be necessary.

V. Layoff Procedure

- A. In the event that the procedure specified in Section D above fails to eliminate the need for a RIF, the least senior employee, pursuant to the seniority list, shall be notified in writing that they are to be placed on layoff. Such notice shall be given by May 15 or by the date required by state law. This process will continue until the required number of employees are placed on layoff.
- B. Laid off persons will be eligible to enroll in COBRA health insurance coverage at the group rate at the employee's expense. This level of health insurance benefits shall be the same as the regular District health plan offered to certificated staff.
- C. If one of the laid off persons holds an endorsement in Special Education and no one in the District holds the necessary endorsement to fill the position, the next person on the seniority list may be laid off instead.
- D. If a person holds a position in which no other employee can demonstrate that they can perform the duties, or has actually taught the subject, the laid off person may be retained and the next person on the seniority list may be laid off.
- E. Notwithstanding the provisions of this agreement, if there is a reduction in staff, it is agreed that minority employees employed as a result of affirmative action goal shall not be reduced in the percentage greater than the percentage of employed minority employees.

VI. Recall Rights

- A. Employees who have been laid off shall be entitled to a hiring preference for any vacant position(s) for which they are qualified.

635 REDUCTION IN FORCE (cont'd)

- B. Vacant positions shall be offered to laid off employees in the inverse order of layoff according to qualifications. In the event the most senior laid off employee is unqualified for a recalled position, the District will make every effort, by the transfer of current staff, to create a position for which the most senior laid off employee is qualified.
- C. It is the responsibility of the laid off employee to provide the District with a current mailing address and phone number, and failure to do so may be sufficient reason to remove them from the seniority list.
- D. All rights and benefits to which an teacher-employee was entitled at the time of layoff, including unused accumulated sick leave and privileges under the nonretention statutes shall be restored to the employee upon returning to employment.
- E. For purposes of salary step placement, the employee, on reemployment, will be credited with all previously credited service. Any educational training acquired during the layoff will be evaluated for advancement on the salary schedule according to Item 335: ADVANCEMENT ON THE SALARY SCHEDULE of this agreement.

VII. Recall Conditions and Termination of Recall Rights

- A. Offers of recall made to the employee may be verbal or written. The employee upon receipt of the recall offer shall have thirty (30) days to respond. Failure to respond in the time provided or failure to provide the District with a current address and telephone number shall constitute a refusal of the offer and terminate the employee's recall rights.
- B. In the event a laid off employee is recalled to a position, which, based on job requirements, they feel unable to perform, the employee may submit a refusal to the Superintendent for review. If, after administrative review, it is determined that the employee's request is upheld, the District shall not consider this a refusal of recall. The employee's recall rights shall continue. If the employee's request is denied, the District shall notify the employee of denial, and the employee shall be given the opportunity to accept the position. If the employee then refuses the position, their recall rights will be terminated.
- C. Challenges: Any challenge by an employee or the Association to the seniority list must be made within sixty (60) days of the Association's receipt of the seniority list.

640 NOTIFICATION OF NON-REEMPLOYMENT

- I. The District shall notify any non-tenured ~~teacher-employee~~ it does not intend to re-employ before May 15. This regulation is applicable to teachers who will have completed at least one (1) full year of service to the District at the expiration of their contract.
- ~~II. All certificated personnel shall submit a notice of intent to renew or not renew their contract to the Superintendent's office by December 15. They need not submit a resignation at this time if they intend to leave the District at the end of their contract but should signify their intentions to do so if such action is contemplated. Early notification will allow the District to begin preliminary recruitment pending final decision by the teacher.~~

645 NOTIFICATION OF ASSIGNMENT

The Board of Education agrees that all returning ~~teachers-employees~~ will be given a written notification of tentative assignment, including probable grade level and/or subject area and building, prior to or simultaneous with the issuance of contracts.

650—NOTICE OF VACANCIES

- I. ~~All vacancies of certificated positions that occur during the school year will be advertised for a minimum of three days. Vacancies will be posted on the district website and sent through district email to certified teachers. In order to be considered for any of these positions, a teacher must apply in the electronic application process.~~
- II. ~~From June 1 through July 15, the District will advertise and post vacancies for three days. In order to be considered for any of these positions, a teacher must apply in the electronic application process.~~
- III. ~~After July 15, the District will advertise and post all teaching vacancies for two days. In order to be considered for any of these positions, a teacher must apply in the electronic application process.~~
- IV. ~~Hires and transfers after August 1 are at the discretion of the Superintendent.~~
- V. ~~If a position comes open after the first school day and is filled by a new hire, that position is open for voluntary transfers the following school year. This voluntary transfer option is available only to those teachers who expressed an interest in writing during the first 30 days after the position was filled.~~

651 RESIDENCY WAIVERS

The Board of Education has determined there are education and economic benefits derived when District employees reside within the boundaries of the District. The Board of Education must annually approve residency waivers for all employees that do not reside within the boundaries of the District. The Board has the sole discretion to approve or disapprove all such waivers.

653 IN-SERVICES AND WORKSHOPS

- I. During the contracted days, ~~teacher employee~~ attendance at all ~~in-services~~ and workshops is mandatory unless ~~the notification of such states otherwise in-service otherwise noted.~~
- II. Notification for all other in-services and workshops shall state whether attendance is voluntary or mandatory.

~~III. The District may require additional in-service days. Should it be determined that these in-services will be offered on dates not already covered by the school calendar, employees will be paid at the employee's daily rate. If these in-service days shorten summer release, they will be scheduled as part of the District calendar adoption process.~~

~~A. Special Education Department up to five (5) additional in-service days.~~

~~B. New employees up to three (3) additional in-service days.~~

~~C. Rural Schools employees up to three (3) additional in-service days.~~

~~i. All planning and costs associated with these additional Rural in-service dates will be the responsibility of the District.~~

~~III. The District may establish up to two (2) additional in-service days for new teachers and rural staff to address identified needs of those specific groups without including other teachers:~~

~~A. All planning and costs associated with these additional in-service dates will be the responsibility of the District.~~

~~B. Should it be determined that these in-services will be offered on dates not already covered by the school calendar, teachers will be paid their daily rate.~~

IV. Building-Level In-service

Every unit administrator shall meet with their instructional staff to discuss and plan the content of the in-service for that unit. Recommendations for unit in-service shall occur within the first thirty (30) days of each school year. ~~The final determination as to the implementation of staff recommendations will be made by the unit administrator subject to approval of the Superintendent and the School Board.~~

V. ~~In-service for Rural Teachers~~ Employees of Rural Schools

If attendance by ~~rural teaching employee~~ couples in Rural Schools or a ~~rural~~ single parent ~~teacher employee~~ is mandatory for District in-service or workshops, dependent child travel and housing will be paid by the District if needed.

For events that are optional, the District will make an effort to allow for virtual attendance (scheduling, videoconferencing, etc.) by employees of Rural Schools or, when that is not feasible, will provide an alternative for employees of Rural Schools.

655 PAYROLL

- I. ~~Certificated personnel~~ **Employees** will be offered a choice of a ten (10) or twelve (12) month payroll. If a scheduled payday occurs on a holiday or weekend, payment will be made on the business day prior to the scheduled payday. Leave and earnings statement will be distributed on each payday.
 - A. Employees will be paid on the 8 and 23 of each month.
- II. ~~Certificated personnel~~ **Employees** on the twenty-four (24) payment plan have the right to request and receive their final payments by July 1 following the end of the school year with two weeks' notice to the business office.

Should an ~~individual certificated teacher~~ **employee** find themselves in hardship circumstances due to this two-week notice, an appeal for change may be made to the Superintendent.
- III. All employees will participate in the direct deposit program. Employee earnings will be available at the opening of bank business on payday.

660 PAYROLL DEDUCTIONS

Payroll deduction services will be provided to all ~~certificated personnel~~employees. A uniform authorization procedure shall be established by the Administration for these voluntary deductions in equal amounts from each paycheck and their transmittal to the appropriate payee, within a reasonable amount of time. Employees will be permitted to change voluntary deductions. These deductions will take effect on the following pay period.

665 PREPARATION PERIOD

- I. A preparation period will be granted each secondary teacher-employee by designating one of the student periods as their preparation period. Each day that this period is contained in the daily schedule, the teacher-employee will be given this period for preparation. Preparation periods will be duty-free without the presence of students. (A student period shall be defined as one of the class periods of the master schedule.) Preparation periods will not be assigned during the zero hour except by mutual consent. A secondary teacher-employee is defined as teaching grades seven-six (76) through twelve (12).
 - A. When the District and a full-time secondary employee agree on a contract addendum that the employee will teach a class during their prep period, the employee will have a FTE calculated consistent with Item 608: PART-TIME EMPLOYEES for the period of the time that the addendum is in effect. For example, teaching six (6) periods in a six (6)-period schedule of equal length will result in a FTE of 1.2. If the District and employee agree to an addendum as provided in this section, the District shall inform the Association or the Association may request the information but the District shall not be required to advertise the addendum.
 - B. To help alleviate the substitute shortage, a secondary employee and the District may agree to an alternative addendum which would allow a secondary employee to provide substitute coverage in a colleague's class during their preparation period at a rate of forty-five dollars (\$45) per hour.
 - i. After ten (10) days of providing substitute coverage during their prep, the employee will be paid at their daily rate or forty-five dollars (\$45) per hour, whichever is higher.
- II. Every K-5 elementary teacher-employee will be given preparation time of not less than two hundred and twenty-five (225) minutes per week during the student day. Preparation time will include at least forty (40) consecutive minutes, ~~during the student day, daily~~ and will be duty-free without the presence of students. The schedule is to be determined on a school-by school-basis.
- III. A sixth-grade teacher's amount of preparation time is determined by building location. If sixth grade is located in the middle school, preparation time will align with Item I; if located in the elementary schools, preparation time will align with Item II.
- IV. In schools of four (4) or less teachersemployees, the student day will be adjusted so that the preparation period may be provided at the end and/or beginning of the day in blocks of time no less than 40 minutes duty free without the presence of students.
- V. Non-classroom teachers-employees will be given preparation time of not less than two hundred and twenty-five (225) minutes per week duty free without the presence of students. Because non-classroom teachers-employees are often responsible for their own schedule, if a non-classroom teacher-employee does not believe they are receiving two hundred and twenty-five (225) minutes preparation time, the teacher-employee shall meet with their supervisor unit administrator to work out a schedule that provides two hundred and twenty-five (225) minutes preparation time.

670 BOARD OF EDUCATION POLICY MANUAL

An updated copy of the Board of Education Policy Manual will be made available to all **certificated** employees.

~~730~~ — ~~TEACHER EVALUATION~~

- I. ~~When the Board reviews the teacher and administrative evaluation procedure, a list of proposed changes will be submitted to the Association. The Association will be given thirty (30) days to solicit and submit written input concerning those proposed changes. Because the Board of Education values employee input, an Evaluation Committee comprised of Association and District representatives will be convened to review the evaluation procedure annually by April 1, with revisions completed and a recommendation given to the Board of Education for approval at, or prior to, the Board of Education June Regular Meeting date of the same year.~~
- ~~II.~~ ~~At the regularly scheduled Board meeting when the proposed changes are considered, the Association's recommendations will be read into and made a permanent part of the Board record.~~
- III. ~~Teachers-Employees~~ will be evaluated in accordance with the District's evaluation procedure and the requirements of state law and the regulations of the Department of Education and Early Development.
- III.V. The evaluation must clearly indicate when information other than specific observations by the evaluator has been used and clearly identify the source and the information.
- IV. A brief summary of the evaluation document will be distributed to all ~~certificated~~ employees annually.

675 PERSONNEL FILES

I. Permanent Files

All ~~teachers' employees'~~ permanent personnel files shall be maintained under the following conditions:

- A. All materials in the ~~teacher's employee's~~ permanent ~~personnel~~ file shall be available to the ~~teacher employee~~ for inspection upon request.
- B. Security measures shall be taken to ensure confidentiality of information contained within the ~~permanent personnel~~ file.
- C. Only ~~administrators and designated administrative and business department staff~~ the Superintendent, the Secretary to the Superintendent, the Assistant Superintendent, the Secretary to the Assistant Superintendent, Human Resource staff, and the employee's unit administrator shall have access to the ~~personnel permanent personnel~~ file without the written permission of the ~~teacher employee~~. Access to ~~permanent personnel~~ files by the ~~School~~ Board of Education shall occur only after authorization by the Board of Education in regular or special session. Authorization must state specific files and purpose for access. ~~Certificated e~~Employees shall receive notice of pending Board of Education action.
- D. A standard log shall be maintained for each ~~permanent personnel~~ file to document access. Each person who accesses that file must note their name and date file was accessed.
- E. Material originating within the District which is derogatory to an ~~n teacher employee~~ regarding that ~~teacher's employee's~~ conduct, service, character, or personality shall not be placed in an ~~n teacher's employee's~~ file unless the ~~teacher employee~~ has had an opportunity to read the material. The ~~teacher employee~~ shall acknowledge that they have read such material by affixing their signature to the actual copy to be filed within three (3) days of receipt. Such signature does not necessarily indicate agreement with the content of the material. Should the ~~teacher employee~~ fail to sign or refuse to sign any document intended for filing in the ~~permanent personnel~~ file, the Superintendent and Association President shall note the item was filed only after the ~~teacher employee~~ failed or refused to sign the item.
- F. Evaluation forms and other documents pertaining to ~~teacher employee~~ performance and character shall remain in ~~a permanent part of the certificated staff member's~~ the employee's permanent personnel folder file, and no such items shall be removed without written notification to the ~~teacher employee~~ and consent by the ~~teacher employee~~. Removal as used in this section is defined as the permanent removal from the ~~permanent personnel~~ files and not to be considered part of the file.

675 PERSONNEL FILES (cont'd)

- G. The ~~teacher-employee~~ shall have the right to respond in writing to any material filed, and such response shall be included in the file.
- H. Digitalized files will follow the above procedures.

675 PERSONNEL FILES (cont'd)

II. Unit Files

- A. Unofficial unit files may be maintained from year to year which may contain copies of information filed in the ~~central permanent personnel~~ file, memoranda presented to the ~~teacher employee~~ to which the ~~teacher employee~~ has had the opportunity to respond, information such as the ~~teacher's employee's~~ names, address, phone number, leave slips and other objective information. This file shall be available for inspection by the ~~teacher employee~~. Information in the unofficial unit file(s) may be filed annually in the ~~central office permanent personnel~~ file. For the purpose of this section, a District level department shall be considered a distinct unit.
- B. Only the unit administrators or Superintendent shall have access to the unit file(s) without the written permission of the ~~teacher employee~~.
- C. In the event an ~~teacher employee~~ transfers to a different unit, ~~or a change in unit administration~~, information in the unofficial unit file shall be reviewed by the unit(s) administrator(s). ~~With employee permission or by request, portions of a unit file may be transferred to another unit administrator. Remaining~~ information contained in the unit file will be either forwarded to the ~~permanent personnel~~ file or destroyed.
- ~~D. In the event of a change in unit administration, information in the unofficial unit file shall be reviewed by the outgoing administrator(s). Information contained in the unit file will be either forwarded to the personnel file or destroyed.~~

680 ADMINISTRATIVE LEAVE FOR CURRICULUM DEVELOPMENT

When assigned duties concerning curriculum development require time outside normal teaching hours, equivalent administrative leave will be given or in-service time will be used.

685 DUTY-FREE LUNCH

Every ~~certificated~~ employee in a school of four (4) or more ~~teachers-employees~~ will be given thirty (30) consecutive minutes of duty-free lunch between the hours of 11:00 a.m. and 1:00 p.m.

690 ADMINISTRATIVE FORMS

Prior to the beginning of each school year, the administration will prepare the administrative forms needed to implement items in this agreement. These forms will be available in each school office and the Central Office during normal office hours.

695 RURAL RENT

I. The District will provide housing units for rural ~~teachers-employees~~ at the following rate per housing unit: ~~one thousand dollars (\$1000)~~\$250 per month.

II. ~~All utilities will be the responsibility of the teacher(s) occupying the unit. The District will be responsible for the cost and management of utilities with each rural housing unit except for internet services.~~

~~The district will create and maintain a document specifying how rural teachers arrange for utilities specific to each rural location. The utilities document will be distributed to all rural certificated employees annually.~~

III. The ~~employee~~ will do an initial check-in with a district representative as designated by the Chief Business Officer and will sign a sub-lease agreement with the District. The ~~teacher-employee~~ agrees to pay a security deposit equal to the cost of one month's rent as charged to the District. The security deposit can be paid in a single payment or deducted from the payroll over the ~~first four months of the school year~~remaining pay periods of the contract school year.

IV. The ~~teacher-employee~~ will identify whether they prefer a ~~ten (10)~~-month (August 15-June 15) or a ~~twelve (12)~~-month lease. If the ~~teacher-employee~~ chooses a ~~ten (10)~~-month lease, the unit must be completely vacated by June 15.

705—USE OF FACILITIES

Requests for access by Association representatives to classrooms after school for the purpose of conducting meetings will be granted by the Superintendent or their designee provided that no interference with the instructional program would be occasioned by the granting of such requests.

710—ASSOCIATION MEETINGS

~~Upon request of the Association President, all teachers shall be authorized the use of school time every month for the purpose of holding general meetings at 3:30 p.m. These meetings may be held on District property. Any teacher not in attendance shall be expected to remain at their normal duty station for the remainder of the duty day. The Board and Superintendent are welcome to attend all meetings, but the Association reserves the right to exclude non-members from certain business portions of the meetings.~~

715—EMPLOYER INFORMATION

The Board agrees to make available to the Association, at the Superintendent's office, a copy of all material that is not specified as confidential by the Superintendent which is prepared for the School Board prior to all regular or special sessions.

730 — TEACHER EVALUATION

- ~~I. — When the Board reviews the teacher and administrative evaluation procedure, a list of proposed changes will be submitted to the Association. The Association will be given thirty (30) days to solicit and submit written input concerning those proposed changes.~~
- ~~II. — At the regularly scheduled Board meeting when the proposed changes are considered, the Association's recommendations will be read into and made a permanent part of the Board record.~~
- ~~III. — Teachers will be evaluated in accordance with the District's evaluation procedure and the requirements of state law and the regulations of the Department of Education and Early Development.~~
- ~~IV. — The evaluation must clearly indicate when information other than specific observations by the evaluator has been used and clearly identify the source and the information.~~
- ~~V. — A brief summary of the evaluation document will be distributed to all certificated employees annually.~~

735 — PRESIDENT'S LEAVE

- I. ~~The Board shall grant the President of the Association a maximum of three (3) days for Association business provided that the President of the Association has been assigned a full teaching schedule.~~
- II. ~~The President of the Association shall give twenty-four (24) hours notice to the unit office when President's leave is to be used.~~

740—ASSOCIATION LEAVE

~~I. The Board shall grant twenty-five (25) days per year of paid Association leave to be used at the discretion of the Association. In addition, fifteen (15) such days shall be granted in the event an Association member is elected to the NEA - Alaska Board of Directors. The President of the Association shall notify the Superintendent in advance whenever Association leave is to be used. The President of the Association shall notify the Superintendent in writing a minimum of 4 weeks, or when an event is known, whenever association leave is to be used.~~

~~A tenured teacher who is elected to a NEA national office shall be granted leave necessary to attend NEA duties. The District will then accept reimbursement from NEA in the amount necessary to reimburse the District as association leave taken for this purpose.~~

~~II. The Association will recognize its responsibility for maintaining the continuity of the educational program when utilizing this provision:~~

~~III. Any days in excess of the above will be granted at the discretion of the Superintendent. The Association will reimburse the District for the cost of substitutes for the additional days granted:~~

~~IV. A leave of absence of one (1) year without pay will be granted upon request of one (1) teacher designated by the Association for the purpose of serving as an officer of an education association affiliated with the bargaining unit. Such leave will be limited to one (1) at the state or national level of the Association.~~

745—ASSOCIATION MEMBERSHIP DUES

- I. ~~The Association will advise the Board of the amount of the Association membership dues by September 1 of each school year.~~
- II. ~~The Board shall then deduct an amount equal to the Association membership dues from the paychecks of each teacher who affirmatively consents to the deduction of membership dues from their paycheck, commencing with the first paycheck in November or within 30 days of the teacher's initial employment date (whichever occurs later), and ending no later than April 23. Such deductions will be in equal amounts and immediately transmitted to the Association.~~
- III. ~~Along with the first transmittal, the Board will furnish the Association with a list showing the names of all teachers from whose salary membership dues have been deducted and the amount deducted from each teacher.~~
- IV. ~~The Board agrees to notify the Association, by certificated letter to the Association address, within ten (10) days of receipt of any written objection regarding any claim, demand, suit, or other form of liability regarding implementation of the provisions of this article.~~
- V. ~~Upon issuance and transmission of membership dues payments to the KBEA Treasurer, the Board's responsibility and liability shall cease with respect to deductions covered thereby. The Association hereby undertakes and agrees to indemnify, defend, and hold harmless the Board, the School District, administration, officers, agents and employees from all claims, demands, suits, grievances, or other forms of liability that may arise against or on account of any deductions made from the wages of such employee.~~



Board Agenda Item

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

| Board Mtg. Date 3.23.26 RM | Reports of the Superintendent <input type="checkbox"/> | Action Item <input checked="" type="checkbox"/> | Consent Agenda <input type="checkbox"/> | Reports, Routine Monthly <input type="checkbox"/> | Other <input type="checkbox"/> |
|-------------------------------------|--|--|--|--|-----------------------------------|
| Subject: | 2026-2027 CERTIFICATED CONTRACTS | | | | |
| Presenter or Contact Person: | Kimberlee Saunders, Assistant Superintendent | | | | |
| Summary: | The District will present certificated contract(s) for approval. | | | | |
| Financial Implications: | There is no financial impact to the budget. These three full-time positions are in the current school year 26-27 budget. | | | | |
| Attachments: | R. Mikenis Hire Memo.pdf F. Filipino Hire Memo.pdf Z. Hooper Hire Memo.pdf | | | | |
| Recommendation: | The Administration recommends that the Board approve the 2026-2027 Certificated Contract as presented. | | | | |
| Motion: | Move to approve the 2026-2027 Certificated Contracts and special education stipends in the amount of \$240,010.34 as presented. | | | | |

CERTIFICATED CONTRACTS

NEW TEACHER CONTRACTS

| NEW HIRES | POSITION | STEP | SALARY | CONTRACT TERM | DEGREES AND EDUCATION | EXPERIENCE | CERTIFICATION | RECOMMENDATION | OTHER INFORMATION |
|----------------------|-----------------------------------|------------|--|---------------|--|--|--|--|---|
| HOOPER, ZOE | 1.0 FTE SPECIAL EDUCATION TEACHER | STEP 5/MA0 | \$76588.78 Special Education stipend:\$4,576 | 189 DAYS | Holds a bachelor's in early childhood special education from University of North Dakota and a master's degree in Learning and Technology from Western Govenors. | Two years of experience in special education and kindergarten in North Dakota and three years in as an early childhood teacher in Massachusetts. | Currently in the process of applying for her Alaska Certification. | Daniel Klingler, Director of Special Education | KIBSD KHS Graduate. Hire memo is attached. |
| FRANCIA MAE FILIPINO | 1.0 FTE SPECIAL EDUCATION TEACHER | STEP 3/MA0 | \$71113.46 Special Education stipend:\$4,576 | 189 DAYS | Holds a bachelor's in special education from Ateneo de Naga University and a Master of Arts in Education, majoring in Special education from the University of Nueva Caceres. | She has 2.5 years' experience working as an elementary special education teacher in Lamon, Goa, Philippines and 1 year of teaching in elementary education at Bicol Central Academy I Naga, Philippines. Previously she worked for KIBSD in the pre-school program due to personal reason she had to return home to the Philippines and is now seeking to return to KIBSD. | Currently in the process of renewing her Alaska Certification. | Daniel Klingler, Director of Special Education | KIBSD currently sponsors teacher with H1B visa. Hire Memo attached. |
| ROBERT MIKENIS | 1.0 FTE SPECIAL EDUCATION TEACHER | STEP 6/MA0 | \$78580.10. Special Education stipend:\$4,576 | 189 DAYS | Holds a master's degree in special education with a focus on assistive technology from the University of Illinois and bachelor's degree in special education from the University of Wisconsin. | He has 7 years' experience as a Special Education Teacher in various educational settings across Illinois, Arizona, Oregon and previously within KIBSD. | Currently in the process of transferring his out of state certification to Alaska. | Daniel Klingler, Director of Special Education | Hire Memo attached. |



Kodiak Island Borough School District

*Engaged in Learning.
Prepared for life.*

To: Dr. Cyndy Mika, Ed.D.
Superintendent

Through: Kimberlee Saunders, Assistant Superintendent
Payroll
Human Resources

From: Daniel Klingler, Director of Special Education Services

Date: March 10, 2026

Subject: Recommendation to hire: Robert J. Mikenis

I am pleased to recommend Robert J. Mikenis for hire as a Special Education Teacher starting August 2026, pending full Alaska certification. Mr. Mikenis brings the following to KIBSD:

Past experience: Mr. Mikenis has six years of experience working as a Special Education Teacher in various educational settings across Illinois, Arizona, Oregon, and previously within the Kodiak Island Borough School District. His responsibilities have included managing self-contained classrooms, co-planning with general education teachers, developing and running IEP meetings, managing caseloads of students with diverse and severe disabilities, implementing assistive technology, and developing behavior intervention plans. Mr. Mikenis has experience at elementary, middle, and high school levels, and previously served as a middle school teacher, wrestling coach and assistant high school wrestling coach for KIBSD. Mr. Mikenis is dedicated to fostering positive relationships with students, families, and colleagues.

Education (Degrees/Certificates): Mr. Mikenis holds a Master's Degree in Special Education with a focus in assistive technology from the University of Illinois at Chicago and a Bachelor's Degree in Special Education from the University of Wisconsin, Milwaukee.

Professional Certifications or Credentials: Mr. Mikenis currently holds an active Illinois Learning Behavior Specialist I certification (Pre-Kindergarten through Age 22) expiring June 30, 2029. He is currently in the process of transferring his out-of-state certification to Alaska, anticipating full Alaska certification.

We are excited to welcome Robert J. Mikenis back to the KIBSD team!



Kodiak Island Borough School District

*Engaged in Learning.
Prepared for life.*

To: Dr. Cyndy Mika, Ed.D.
Superintendent

Through: Kimberlee Saunders, Assistant Superintendent
Payroll
Human Resources

From: Daniel Klingler, Director of Special Education Services

Date: March 13, 2026

Subject: Recommendation to hire: Zoe Hoopman

I am pleased to recommend Zoe Hoopman for hire as a Special Education Teacher starting August 2026, pending review by DEED for her Alaska Special Education Teacher certificate.

Ms. Hoopman brings the following to KIBSD:

Experience:

- ESL Kindergarten Teacher, Lawrence Family Development Charter School
- Pre-Kindergarten/Kindergarten Teacher, Lawrence Family Development Charter School
- Kindergarten Teacher, McKenzie County School District

Education (Degrees/Certificates):

- Master of Education Technology and Instructional Design, Western Governors University
- Bachelor of Education Early Childhood and Special Education, Black Hills State University

Professional Certifications or credentials:

- Alaska Professional Teacher Certificate with endorsements in:
 - English as a Second Language (PRE K-GR 6)
 - Early Childhood Education (PRE K-GR 2)
 - AK Reads Act K-3 Teacher
- *Note: Ms. Hoopman has applied to DEED for her Alaska Special Education Teacher certificate and is awaiting DEED review.*

We are excited to welcome Ms. Hoopman to the KIBSD team!



Kodiak Island Borough School District

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To: Dr. Cyndy Mika, Ed.D.
Superintendent

Through: Kimberlee Saunders, Assistant Superintendent
Payroll
Human Resources

From: Daniel Klingler, Director of Special Education Services

Date: March 10, 2026

Subject: Recommendation to hire: Ms. Francia Mae S. Filipino

I am pleased to recommend Ms. Francia Mae S. Filipino for hire as a Special Education Teacher for FY27, starting August 2026, pending Alaska certification.

Experience: Ms. Filipino possesses almost four years of experience as an Elementary Special Education Teacher. Her roles at Lamon Elementary School and Bicol Central Academy in the Philippines involved individualized and group instruction tailored to student needs, adapting curriculum materials, developing and implementing Individualized Education Programs (IEPs), and assessing student academic, social, and emotional growth. Ms. Filipino's responsibilities also included administering various assessments, maintaining detailed student records, creating positive classroom environments, and collaborating effectively with parents, general education teachers, and support staff.

Teaching Degrees and Certifications: Ms. Filipino holds a Master of Arts in Education, majoring in Special Education, from the University of Nueva Caceres and a Bachelor of Science in Special Education from Ateneo de Naga University. Ms. Filipino is an active Licensed Professional Teacher in the Philippines.

Special Considerations: Ms. Filipino is an international applicant with an existing H1B Visa. It is noted that Ms. Filipino previously supported the preschool program in the Kodiak Island Borough School District. Ms. Filipino had returned to the Philippines to attend to personal matters that have since been resolved and is now seeking to return to KIBSD. She is actively pursuing her teaching certification from the State of Alaska.

We are excited to welcome Ms. Francia Mae S. Filipino back to the KIBSD team!



Board Agenda Item

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

| Board Mtg. Date 3.23.26 RM | Reports of the Superintendent <input type="checkbox"/> | Action Item <input checked="" type="checkbox"/> | Consent Agenda <input type="checkbox"/> | Reports, Routine Monthly <input type="checkbox"/> | Other <input type="checkbox"/> |
|-------------------------------------|--|--|--|--|-----------------------------------|
| Subject: | 2026-2027 CERTIFICATED ADMINISTRATIVE CONTRACT | | | | |
| Presenter or Contact Person: | Kimberlee Saunders, Assistant Superintendent | | | | |
| Summary: | The District will present certificated administrative contract(s) for approval. | | | | |
| Financial Implications: | There is no financial impact to the budget. This position is in the current budget. | | | | |
| Attachments: | Hire Memo Pam Gray AP.pdf | | | | |
| Recommendation: | The Administration recommends the Board approve the 2026-2027 Certificated Administrative Contract to Pam Gray for the KMS Assistant Principal. | | | | |
| Motion: | Move to approve the 2026-2027 Certificated Administrative Contract to Pamela Gray in the amount of \$119,164.16. | | | | |

CERTIFICATED CONTRACTS

ADMINISTRATIVE CONTRACT

| NEW HIRES | POSITION | STEP | SALARY | CONTRACT TERM | DEGREES AND EDUCATION | EXPERIENCE | CERTIFICATION | RECOMMENDATION | OTHER INFORMATION |
|--------------|---------------------|--------|--------------|---------------|---|--|----------------------|--|-------------------|
| PAMELA, GRAY | ASSISTANT PRINCIPAL | STEP 0 | \$119,164.16 | 205 DAYS | M.A. Educational Leadership & Learning Technology | 16 Years as an Intermediate Elementary Teacher & 1 Year KMS math | AK Type T and Type B | Daniel Klingler, Director of Special Education | |

| NAME | DESCRIPTION | DAC | FTE | AMOUNT | ROW HEAD | COL HEAD | POSITION TYPE | CLASSIFICATION | POSITION CATEGORY |
|------|-------------|-----|-------|--------|----------|----------|---------------|----------------|-------------------|
| | | | | | | | | | |
| | | | TOTAL | \$0.00 | | | | | |

NON-TENURED CONTRACT

| NAME | DESCRIPTION | DAC | FTE | AMOUNT | ROW HEAD | COL HEAD | POSITION TYPE | CLASSIFICATION | POSITION CATEGORY |
|------|-------------|-----|-------|--------|----------|----------|---------------|----------------|-------------------|
| | | | | | | | | | |
| | | | TOTAL | \$0.00 | | | | | |

CONTRACT ADJUSTMENTS

| TEACHER | CURRENT PLACEMENT | PAY | ADJUSTED PLACEMENT | PAY | DIFFERENCE | OTHER INFORMATION |
|--|-------------------|-----|--------------------|-----|------------|-------------------|
| No contract adjustments to be presented. | | | | | | |



Kodiak Island Borough
School District

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To: Dr. Cyndy Mika, Superintendent

Through: Kim Saunders, Assistant Superintendent
Human Resources

From: Judith Bruns, Principal of Kodiak Middle School

Date: March 13, 2026

Subject: Recommendation to hire Pamela J. Gray

I am pleased to recommend Pamela Gray for hire as Assistant Principal at Kodiak Middle School for the 2026-2027 school year.

Experience: Mrs. Gray brings 17 years of experience in public education. She began her career teaching kindergarten and first grade in Maine for six years, followed by one year teaching 3rd grade in Dillingham, Alaska. After moving to Kodiak, she spent eight years at East Elementary as a third and fourth grade classroom teacher and an Instructional Coach. Mrs. Gray later worked one year as a substitute for KIBSD and currently teaches 7th grade math at Kodiak Middle School.

Teaching Degrees and Certifications: Mrs. Gray holds a Bachelor's degree in Elementary Education from Husson University in Bangor, Maine, and two master's degrees in Learning Technology and Educational Leadership from Western Governors University. Pam holds an Alaska K-8 teaching certificate.

Professional Certifications and Credentials: Mrs. Gray is Alaska Reads Act certified, and also holds administrative certifications as a K-3 Alaska Reads Act Administrator and as a Principal. Mrs. Gray holds an Alaska K-8 teaching certificate.

Mrs. Gray is an excellent candidate for Assistant Principal at Kodiak Middle School. She seeks leadership roles within the schools and has a strong commitment to continuous improvement in both her own practices and through systems level work. We welcome her to the administrative team.



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 |
|-------------------------------------|---|-------------|----------------|--------------------------|-------|
| Subject: | Request for Expenditure Over \$50,000 For Legal Fees Related to Immigration Services for 20 Certified Teachers | | | | |
| Presenter or Contact Person: | Kim Saunders; Assistant Superintendent | | | | |
| Summary: | Administration requests approval of an additional \$100,000 to initiate the green card process for all 20 teachers currently under contract for the 2026-2027 school year. | | | | |
| Financial Implications: | FY26 expenditure in the amount of \$100,000 to Fisher Phillips who provides KIBSD's legal services in the area of immigration. | | | | |
| Attachments: | Expenditures over \$50,000 summary for the Board 3.23.26.pdf FY26 Immigration services expenditure request 3.23.26.pdf SB 88 Research 2017 ISER cost of teacher turnover 3.10.23 (1).pdf | | | | |
| Recommendation: | Administration recommends that the School Board support this expenditure and believes that the investment aligns with District priorities of stability, fiscal responsibility, and strategic workforce development. | | | | |
| Motion: | Move to approve the expenditure of \$100,000 to Fisher Phillips to support the initial costs related to the two-year process applying for green cards (PERM process) for 20 of our certified teachers. | | | | |



Kodiak Island Borough School District

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To: Board of Education

From: Kim Saunders, Assistant Superintendent

CC: Dr. Cynthia Mika; Superintendent

Date: March 23, 2026

Subject: Immigration Visa Update and Request for Expenditure over \$50,000

KIBSD has hired thirty-three teachers on either J-1 or H-1B visas since FY22. Six teachers have left KIBSD either by personal choice, District decision or due to regulations requiring a home residency requirement related to their specific circumstance. The Board of Education voted to begin the green card process for the six teachers (*) with the longest service to the District in the spring of 2025.

| Visa Type | Number of Teachers | Left the District | Retention |
|-----------|--------------------|-------------------|--|
| FY22 J-1 | 6 | 2 | 3 transfers to H-1B * 1 pending H-1B* |
| FY22 H-1B | 2 | 0 | 2 * |
| FY23 J-1 | 2 | 2 | 0 *required home residency |
| FY23 H-1B | 6 | 1 | 4 |
| FY24 H-1B | 8 | 2 | 6 |
| FY25 H-1B | 9 | 0 | 9 |
| Totals | 33 | 6 | 26 |

This memo is requests approval of an additional \$100,000 to support long-term workforce stability through the green card process.

Kodiak Island Borough School District (KIBSD) continues to rely on international teachers to fill critical vacancies, particularly in rural schools and hard-to-fill positions.

- KIBSD currently employs 26 international teachers.

- We are in the process of submitting 11 visa renewals before the end of the current school year, with anticipated approvals ranging from 1–3 years.
- Five teachers are actively in the green card process.
- One teacher transitioning from J-1 to H1-B remains pending.

Legal services for immigration support have transitioned from Ford Murray to Fisher Phillips, as approved by the Board on November 3, 2025. This change supports continued access to specialized legal expertise in immigration and employment law.

Current Context and Considerations

The variables identified in the prior memo remain relevant, with several key updates:

- **Federal Immigration Volatility:** The immigration system continues to shift unpredictably, impacting timelines, approvals, and costs.
- **Rising Visa Costs:** Visa-related costs continue to increase. Notably, fees associated with H1-B applications have risen significantly, with some costs reaching \$100,000 per application.
- **Legislative Efforts:** Senator Lisa Murkowski has introduced legislation to waive these fees for Alaska school districts following denial of prior waiver requests to USCIS.
 - This would apply only to new visa applications, not renewals or extensions.
- **Green Card Cost Stability:** Employer-related costs for the green card (PERM) process have remained consistent and predictable, unlike visa-related expenses.
- **Individualized Timelines:** Each teacher continues to have unique visa timelines, requiring ongoing legal support and flexibility in planning.
- **Recruitment and Retention Challenges:** Declining applicant pools—especially for the rural settings—continue to necessitate every effort for stability.

Based on guidance from legal counsel, the District is prioritizing the PERM (green card) pathway as a long-term workforce strategy.

While the PERM process itself does not immediately extend a teacher’s current visa status, it is a critical step given that H-1B visas are limited to a maximum of six years. Initiating the PERM process early increases the likelihood that:

- Teachers can remain in the United States beyond the six-year H-1B limit, ideally transitioning to permanent residency
- Green card approval is secured before additional H-1B extensions would otherwise be required

This approach reduces the risk of employment disruption due to visa limitations and supports long-term retention. Additionally, bundling PERM applications allows the District to reduce recruitment-related costs and improve efficiency in processing.

Overall, this strategy strengthens workforce stability by providing a clearer, more sustainable pathway for retaining experienced educators in Kodiak.

Administration requests approval of an additional FY26 expenditure in the amount of \$100,000 to initiate the green card process for all 20 teachers currently under contract for the 2026-2027 school year.

- Estimated Total Cost:
 - Approximately \$10,000 per teacher over two years (district cost)
 - Reduced per-teacher cost due to group processing efficiencies

This investment supports the District's long-term staffing strategy by strengthening stability, reducing costs, and increasing workforce flexibility.

- Workforce Stability and Retention: Supporting teachers through the green card process increases the likelihood that they will remain in Kodiak long-term, reducing turnover and maintaining continuity for students, schools, and communities.
- Reduced Recruitment and Onboarding Costs: Teacher turnover carries a significant financial impact. A 2017 University of Alaska study estimated the average cost of teacher turnover at approximately \$20,000 per position, with over \$11,000 attributed to training and onboarding (University of Alaska Anchorage, 2017). By increasing teacher longevity, the District can reduce recurring costs associated with recruitment, hiring, relocation, and onboarding of new staff. *Reference:* <https://scholarworks.alaska.edu/handle/11122/7815>
- Increased Teacher Longevity in Kodiak: Providing a pathway to permanent residency encourages teachers to invest in the community and remain with the District beyond the limitations of temporary visa programs.
- Staffing Flexibility and Certification Growth: Teachers with long-term status are more likely to pursue additional certifications, including special education endorsements, which directly supports District initiatives. This increases flexibility in staffing assignments and helps address critical shortage areas.
- Sustained Access to Qualified Educators: By reducing turnover and strengthening retention, the District ensures continued access to experienced, highly qualified educators for Kodiak students, particularly in rural and hard-to-fill positions.

Overall, this investment aligns with District priorities of stability, fiscal responsibility, and strategic workforce development.

KIBSD remains committed to recruiting and retaining highly qualified educators while prioritizing U.S.-based candidates. Given current conditions, investing in the green card pathway represents the most sustainable and strategic approach to maintaining a stable workforce.

Please contact the administration with any questions or for additional details.



Research Summary

What Does Teacher Turnover Cost School Districts?

By Dayna DeFeo, Trang Tran, Diane Hirshberg, Dale Cope, Pamela Cravez

Center for Alaska Education Policy Research, at Institute of Social and Economic Research

Recruiting and retaining teachers is a challenge for Alaska. Between 1999 and 2012, annual teacher turnover in rural districts averaged around 20% and in the state’s five largest districts just about 10%.¹ In the 2016-2017 year, individual schools in remote rural locations had over 30% teacher turnover, schools in hub communities 22%, and schools in more populated areas 14%-16%.² (Turnover at the school level includes district turnover, plus turnover among teachers moving between schools within a district.) Some turnover is inevitable, but research has shown that high teacher turnover hurts student achievement—as well as relationships among teachers, school-community relations, the quality of instruction, and teachers’ professional development.

And high turnover not only has those harmful effects—it’s also costly. When teachers leave, districts face many expenses, including expenses for separation, recruitment, hiring, and training.³ Our study provides the first systematic calculation of the broad range of costs of turnover for Alaska school districts in four big categories. We interviewed administrators in 37 of the state’s 54 districts about their turnover expenses when teachers leave a district at the end of the school year.

Findings

- On average, every teacher who leaves costs Alaska school districts nearly \$20,500. About a third of that is for recruiting and hiring a replacement teacher, and half is for training the new teacher.
- Overall, teacher turnover costs the state’s school districts about \$20 million a year.

District-level Turnover Expenditures per Teacher, by Cost Category

| | Separation | Recruitment | Hiring | Orientation and training | Performance productivity | Preparation |
|---|---|------------------------|--|-------------------------------------|--------------------------|------------------|
| Per-teacher cost calculation | \$2,448.95 | \$1,910.35* | \$4,901.91 | \$11,169.86 | (not calculated) | (not calculated) |
| Percent of cost | 11.99% | 9.35% | 23.99% | 54.67% | . | . |
| Expenses included | Administrative, maintenance, security tasks | Job fairs, advertising | Screening applicants, interviews, administrative processes | PD, onboarding, new teacher support | | |
| Total calculated cost per teacher: \$20,431.08 | | | | | | |

*Excludes wages – material costs only

¹ Hill, A. and Hirshberg, D. (2013). *Alaska Teacher Turnover, Supply and Demand: 2013 Highlights*. Anchorage, AK: UAA CAEPR.

² Stevens, D. & Pierson, A. Alaska State Policy Research Alliance: Informing issues with data and evidence. Presentation to Alaska Legislature February 22, 2017.

³ The state also bears indirect costs, through investments in preparing teachers and the effects of turnover on student achievement.

Implications

- ***Actual costs of teacher turnover are likely higher than we estimated.*** Our cost estimates are conservative. We estimated the average weighted cost of teacher turnover in four specific cost categories. We did not estimate the additional costs districts face, if teachers leave mid-year, or the costs to Alaska, related to teacher preparation and reduced student achievement. But even our conservative estimates show that the direct costs of high teacher turnover are significant. If school districts could reduce turnover, they would have more money to invest in teaching and learning.
- ***Not all turnover is bad, nor are all turnover costs.*** As we said at the outset, districts can't expect to eliminate all teacher turnover. Some turnover is in fact beneficial—teachers leave the profession if it is not a good fit for them; some take other jobs in education; and some retire, indicating stability. And while mentoring and induction activities for new teachers are costly up front, they promote effective teaching and help keep teachers in the classroom—reducing costs in the long-run.
- ***Retention pays off.*** Retaining teachers over time not only improves the quality of instruction, but reduces direct turnover costs—allowing districts to reallocate money to teaching and learning.
- ***Managing turnover costs by reducing budgets at the district level can create additional costs elsewhere.*** As districts seek to manage costs of turnover through budget revisions, they should keep in mind that reducing costs in one area may create costs at other levels of the education system.

Recommendations

- ***Improve tracking of turnover costs at all levels.*** Tracking turnover costs systematically and regularly at the school, district, and state levels will more fully capture the costs associated with teacher turnover.
- ***Explore conditions affecting teacher turnover and how to address them.*** Understanding how teacher turnover differs by school, position, or teacher characteristics can help administrators and policymakers develop ways to reduce turnover. These potentially include improving support for teachers, increasing the number of teachers prepared in Alaska, and recruiting on community strengths.
- ***Explore how to reduce costs.*** Though the literature recommends standardizing processes for dealing with turnover costs, we found that Alaska districts use various approaches. While there may be some opportunities for efficiencies, these should not come at the expense of district autonomy.
- ***Ongoing research is needed*** to better describe turnover patterns, the non-monetary costs of teacher turnover, the effect of turnover on productivity, and the relationship between school characteristics and turnover.

Full Study

The full study, *The Cost of Teacher Turnover in Alaska*, by Dayna DeFeo, Trang Tran, Diane Hirshberg, Dale Cope, Pamela Cravez, UAA Center for Alaska Education Policy Research, March 2017, is available at <http://www.iser.uaa.alaska.edu/CAEPR/>.

Funding

The University of Alaska Foundation provided funding for this research.

Contact the researchers

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About CAEPR

The Center for Education Policy Research (CAEPR) is a non-partisan research organization and is part of the Institute of Social and Economic Research at UAA. Follow us on Twitter: [UAA_CAEPR](#).



Board Agenda Item

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

Board Mtg. Date
03.23.2026

Reports of the Superintendent

Action Item

Consent Agenda

Reports, Routine Monthly
 X

Other

Subject:

FY26 FEBRUARY FINANCIAL REPORTS

Presenter or Contact Person:

Krista Cowley, Chief Financial Officer

Summary:

February 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
- Grants Report – Revenue
- Grants Report – Expenditures

| FEB-26 | YTD Expense | YTD % by Function |
|------------------|------------------|-------------------|
| Function 100-400 | \$ 24,143,670.27 | 76% |
| Function 500-800 | \$ 7,488,087.74 | 24% |
| Total | \$ 31,631,758.01 | |

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

Motion: | **Superintendent Cyndy Mika is requesting Board action to acknowledge the receipt of the February Report of Revenues and Expenditures, with Year-to-Date General Fund Revenues in the amount of \$33,660,578.36 and Year-to-Date General Fund Expenditures in the amount of \$31,631,758.01.**

KODIAK ISLAND BOROUGH SCHOOL DISTRICT

BOARD GENERAL FUND - REVENUE REPORT

From Date: 2/1/2026

To Date: 2/28/2026

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
 Include All Encumbrances

| 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) | (\$1,027,463.04) | (\$8,219,704.34) | (\$4,109,852.16) | \$0.00 | (\$4,109,852.16) | 33.33% |
| 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 | (\$536.25) | (\$94,463.75) | \$0.00 | (\$94,463.75) | 99.44% |
| 100.000.000.0000.040.0000 | OTHER LOCAL REVENUE | \$0.00 | \$0.00 | (\$60.00) | \$60.00 | \$0.00 | \$60.00 | 0.00% |
| 100.000.000.0000.043.0000 | ATHLETIC FEES | (\$70,000.00) | (\$1,120.00) | (\$12,990.00) | (\$57,010.00) | \$0.00 | (\$57,010.00) | 81.44% |
| 100.000.000.0000.045.0000 | FACILITIES USE AGREEMENT | (\$6,000.00) | \$0.00 | (\$3,901.25) | (\$2,098.75) | \$0.00 | (\$2,098.75) | 34.98% |
| 100.000.000.0000.046.0000 | VILLAGE RENTALS | (\$20,000.00) | (\$4,000.00) | \$16,651.32 | (\$36,651.32) | \$0.00 | (\$36,651.32) | 183.26% |
| 100.000.000.0000.047.0000 | E-RATE REIMBURSEMENT | (\$2,337,535.20) | (\$194,794.60) | (\$1,363,562.20) | (\$973,973.00) | (\$973,973.00) | \$0.00 | 0.00% |
| 100.000.000.0000.051.0000 | FOUNDATION | (\$27,220,560.76) | \$0.00 | (\$19,330,880.00) | (\$7,889,680.76) | \$0.00 | (\$7,889,680.76) | 28.98% |
| 100.000.000.0000.052.0000 | STATE MILITARY CONTRACT | (\$879,582.00) | \$0.00 | (\$879,582.00) | \$0.00 | \$0.00 | \$0.00 | 0.00% |
| 100.000.000.0000.054.0000 | QUALITY SCHOOLS | (\$84,055.00) | \$0.00 | \$0.00 | (\$84,055.00) | \$0.00 | (\$84,055.00) | 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 | (\$3,116,751.00) | \$0.00 | \$0.00 | \$0.00 | 0.00% |
| 100.000.000.0000.057.0000 | PERS ON BEHALF RELIEF | (\$514,136.00) | \$0.00 | (\$514,136.00) | \$0.00 | \$0.00 | \$0.00 | 0.00% |
| 100.000.000.0000.110.0000 | IMPACT AID - DIRECT | (\$4,143.00) | \$0.00 | (\$2,533.00) | (\$1,610.00) | \$0.00 | (\$1,610.00) | 38.86% |
| 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 | (\$163,839.00) | \$0.00 | (\$163,839.82) | \$0.82 | \$0.00 | \$0.82 | 0.00% |
| 100.000.000.0000.236.0000 | USE OF FUND BALANCE | (\$3,195,485.06) | \$0.00 | \$0.00 | (\$3,195,485.06) | \$0.00 | (\$3,195,485.06) | 100.00% |
| 100.000.000.0000.238.0000 | IDCF | (\$180,000.00) | \$0.00 | (\$68,753.82) | (\$111,246.18) | \$0.00 | (\$111,246.18) | 61.80% |
| | FUNCTION: UNDESIGNATED - 000 | (\$53,216,866.52) | (\$1,227,377.64) | (\$33,660,578.36) | (\$19,556,288.16) | (\$973,973.00) | (\$18,582,315.16) | 34.92% |
| | FUND: GENERAL FUND - 100 | (\$53,216,866.52) | (\$1,227,377.64) | (\$33,660,578.36) | (\$19,556,288.16) | (\$973,973.00) | (\$18,582,315.16) | 34.92% |
| | Grand Total: | (\$53,216,866.52) | (\$1,227,377.64) | (\$33,660,578.36) | (\$19,556,288.16) | (\$973,973.00) | (\$18,582,315.16) | 34.92% |

End of Report

KODIAK ISLAND BOROUGH SCHOOL DISTRICT

BOARD GENERAL FUND - EXPENDITURE BY OBJECT

From Date: 2/1/2026

To Date: 2/28/2026

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
 Include All Encumbrances

| Account Number | Description | GL Budget | Range To Date | YTD | Balance | Encumbrance | Budget Balance | % Bud |
|---------------------------|--------------------------------|-----------------|----------------|-----------------|-----------------|-----------------|----------------|---------|
| 100.000.000.0000.310.0000 | CERTIFIED. SALARIES | \$16,159,108.66 | \$1,351,608.78 | \$8,453,947.94 | \$7,705,160.72 | \$7,866,604.17 | (\$161,443.45) | -1.00% |
| 100.000.000.0000.320.0000 | CLASSIFIED WAGES | \$9,068,053.94 | \$816,859.79 | \$5,462,627.11 | \$3,605,426.83 | \$3,271,012.62 | \$334,414.21 | 3.69% |
| 100.000.000.0000.330.0000 | NON-CERTIFICATED TEA & EXTRA D | \$171,375.00 | \$141.00 | \$90,237.34 | \$81,137.66 | \$80,366.00 | \$771.66 | 0.45% |
| 100.000.000.0000.340.0000 | CLASSIFIED, OVERTIME | \$80,000.00 | \$9,120.93 | \$68,584.42 | \$11,415.58 | \$0.00 | \$11,415.58 | 14.27% |
| 100.000.000.0000.360.0000 | EMPLOYEE BENEFITS | \$16,918,613.55 | \$1,123,170.82 | \$11,147,434.33 | \$5,771,179.22 | \$5,092,603.38 | \$678,575.84 | 4.01% |
| 100.000.000.0000.380.0000 | HOUSING ALLOWANCE | \$92,428.00 | \$9,970.86 | \$71,072.86 | \$21,355.14 | \$23,007.00 | (\$1,651.86) | -1.79% |
| 100.000.000.0000.390.0000 | TRANSPORTATION ALLOWANCE | \$63,573.46 | \$238.07 | \$66,839.22 | (\$3,265.76) | \$156.88 | (\$3,422.64) | -5.38% |
| 100.000.000.0000.410.0000 | PROF'L/TECHNICAL SERVICES | \$748,607.00 | \$31,107.07 | \$369,213.69 | \$379,393.31 | \$307,433.43 | \$71,959.88 | 9.61% |
| 100.000.000.0000.420.0000 | STAFF TRAVEL | \$629,169.41 | \$50,576.72 | \$437,764.60 | \$191,404.81 | \$41,397.89 | \$150,006.92 | 23.84% |
| 100.000.000.0000.430.0000 | UTILITIES/ENERGY | \$4,928,909.20 | \$457,171.54 | \$2,876,770.09 | \$2,052,139.11 | \$2,140,724.38 | (\$88,585.27) | -1.80% |
| 100.000.000.0000.440.0000 | OTHER PURCHASED SERVICES | \$1,217,034.90 | \$10,779.28 | \$771,849.83 | \$445,185.07 | \$162,782.44 | \$282,402.63 | 23.20% |
| 100.000.000.0000.450.0000 | SUPPLIES/MEDIA/MATERIALS | \$1,379,902.19 | \$46,763.06 | \$405,108.43 | \$974,793.76 | \$195,394.38 | \$779,399.38 | 56.48% |
| 100.000.000.0000.470.0000 | SUPPLIES/MEDIA/MATERIALS | \$619,583.24 | \$33,723.08 | \$581,249.42 | \$38,333.82 | \$49,749.27 | (\$11,415.45) | -1.84% |
| 100.000.000.0000.490.0000 | OTHER EXPENSES | \$48,607.00 | \$20,389.95 | \$48,419.63 | \$187.37 | \$14,644.22 | (\$14,456.85) | -29.74% |
| 100.000.000.0000.510.0000 | EQUIPMENT | \$96,679.35 | \$0.00 | \$102,039.10 | (\$5,359.75) | \$32,754.33 | (\$38,114.08) | -39.42% |
| 100.000.000.0000.550.0000 | TRANSFERS TO OTHER FUNDS | \$995,221.62 | \$0.00 | \$678,600.00 | \$316,621.62 | \$0.00 | \$316,621.62 | 31.81% |
| | FUND: GENERAL FUND - 100 | \$53,216,866.52 | \$3,961,620.95 | \$31,631,758.01 | \$21,585,108.51 | \$19,278,630.39 | \$2,306,478.12 | 4.33% |
| Grand Total: | | \$53,216,866.52 | \$3,961,620.95 | \$31,631,758.01 | \$21,585,108.51 | \$19,278,630.39 | \$2,306,478.12 | 4.33% |

End of Report

KODIAK ISLAND BOROUGH SCHOOL DISTRICT

BOARD GENERAL FUND - EXPENDITURES BY FUNCTIO

From Date: 2/1/2026

To Date: 2/28/2026

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
 Include All Encumbrances

| Account Number | Description | GL Budget | Range To Date | YTD | Balance | Encumbrance | Budget Balance | % Bud |
|----------------------------|--|-----------------|----------------|-----------------|----------------|----------------|----------------|----------|
| 100.000.000.0000.320.0000 | CLASSIFIED WAGES | \$15,272.23 | \$0.00 | \$933.93 | \$14,338.30 | \$0.00 | \$14,338.30 | 93.88% |
| 100.000.000.0000.360.0000 | EMPLOYEE BENEFITS | \$453,645.24 | (\$33,911.03) | (\$93,206.14) | \$546,851.38 | \$0.00 | \$546,851.38 | 120.55% |
| 100.000.000.0000.550.0000 | TRANSFERS TO OTHER FUNDS | \$316,621.62 | \$0.00 | \$0.00 | \$316,621.62 | \$0.00 | \$316,621.62 | 100.00% |
| TRS/PERS FORFEITURE | FUNCTION: UNDESIGNATED - 000 | \$785,539.09 | (\$33,911.03) | (\$92,272.21) | \$877,811.30 | \$0.00 | \$877,811.30 | 111.75% |
| 100.000.100.0000.310.0000 | CERTIFIED. SALARIES | \$9,431,709.97 | \$826,471.55 | \$4,895,051.65 | \$4,536,658.32 | \$4,702,088.07 | (\$165,429.75) | -1.75% |
| 100.000.100.0000.320.0000 | CLASSIFIED WAGES | \$1,097,556.00 | \$77,190.98 | \$592,952.90 | \$504,603.10 | \$262,855.69 | \$241,747.41 | 22.03% |
| 100.000.100.0000.340.0000 | CLASSIFIED, OVERTIME | \$48,009.00 | \$156.27 | \$787.13 | \$47,221.87 | \$0.00 | \$47,221.87 | 98.36% |
| 100.000.100.0000.360.0000 | EMPLOYEE BENEFITS | \$8,311,345.18 | \$375,271.27 | \$4,343,051.63 | \$3,968,293.55 | \$1,996,845.38 | \$1,971,448.17 | 23.72% |
| 100.000.100.0000.380.0000 | HOUSING ALLOWANCE | \$92,428.00 | \$9,970.86 | \$71,072.86 | \$21,355.14 | \$23,007.00 | (\$1,651.86) | -1.79% |
| 100.000.100.0000.390.0000 | TRANSPORTATION ALLOWANCE | \$62,675.50 | \$15.34 | \$65,286.84 | (\$2,611.34) | \$18.62 | (\$2,629.96) | -4.20% |
| 100.000.100.0000.410.0000 | PROF'L/TECHNICAL SERVICES | \$10,000.00 | \$2,000.00 | \$5,898.00 | \$4,102.00 | \$3,000.00 | \$1,102.00 | 11.02% |
| 100.000.100.0000.420.0000 | STAFF TRAVEL | \$33,585.00 | \$0.00 | \$15.46 | \$33,569.54 | \$0.00 | \$33,569.54 | 99.95% |
| 100.000.100.0000.430.0000 | UTILITIES/ENERGY | \$500.00 | \$28.00 | \$28.00 | \$472.00 | \$0.00 | \$472.00 | 94.40% |
| 100.000.100.0000.440.0000 | OTHER PURCHASED SERVICES | \$52,100.00 | \$6,506.14 | \$32,807.80 | \$19,292.20 | \$30,336.66 | (\$11,044.46) | -21.20% |
| 100.000.100.0000.450.0000 | SUPPLIES/MEDIA/MATERIALS | \$504,787.95 | \$9,969.84 | \$129,900.43 | \$374,887.52 | \$50,197.67 | \$324,689.85 | 64.32% |
| 100.000.100.0000.470.0000 | SUPPLIES/MEDIA/MATERIALS | \$206,433.24 | \$5,052.95 | \$64,849.07 | \$141,584.17 | \$721.98 | \$140,862.19 | 68.24% |
| 100.000.100.0000.490.0000 | OTHER EXPENSES | \$2,290.00 | (\$4,707.50) | (\$1,436.50) | \$3,726.50 | \$4,832.50 | (\$1,106.00) | -48.30% |
| 100.000.100.0000.510.0000 | EQUIPMENT | \$80,981.25 | \$0.00 | \$86,341.00 | (\$5,359.75) | \$6,033.40 | (\$11,393.15) | -14.07% |
| 100.000.100.0000.550.0000 | TRANSFERS TO OTHER FUNDS | \$678,600.00 | \$0.00 | \$678,600.00 | \$0.00 | \$0.00 | \$0.00 | 0.00% |
| | FUNCTION: INSTRUC - INSTRUCTION - 100 | \$20,613,001.09 | \$1,307,925.70 | \$10,965,206.27 | \$9,647,794.82 | \$7,079,936.97 | \$2,567,857.85 | 12.46% |
| 100.000.200.0000.310.0000 | CERTIFIED. SALARIES | \$3,697,191.85 | \$289,440.57 | \$1,995,937.49 | \$1,701,254.36 | \$1,666,003.49 | \$35,250.87 | 0.95% |
| 100.000.200.0000.320.0000 | CLASSIFIED WAGES | \$2,988,651.57 | \$319,884.05 | \$1,771,722.65 | \$1,216,928.92 | \$1,163,376.13 | \$53,552.79 | 1.79% |
| 100.000.200.0000.340.0000 | CLASSIFIED, OVERTIME | \$1,382.00 | \$199.02 | \$2,064.10 | (\$682.10) | \$0.00 | (\$682.10) | -49.36% |
| 100.000.200.0000.360.0000 | EMPLOYEE BENEFITS | \$3,618,898.14 | \$380,003.11 | \$3,094,111.83 | \$524,786.31 | \$1,409,905.60 | (\$885,119.29) | -24.46% |
| 100.000.200.0000.390.0000 | TRANSPORTATION ALLOWANCE | \$285.18 | \$105.93 | \$481.13 | (\$195.95) | \$138.26 | (\$334.21) | -117.19% |
| 100.000.200.0000.410.0000 | PROF'L/TECHNICAL SERVICES | \$300,000.00 | \$10,950.00 | \$178,155.00 | \$121,845.00 | \$129,920.00 | (\$8,075.00) | -2.69% |
| 100.000.200.0000.420.0000 | STAFF TRAVEL | \$49,200.00 | \$815.65 | \$14,382.16 | \$34,817.84 | \$2,163.35 | \$32,654.49 | 66.37% |
| 100.000.200.0000.430.0000 | UTILITIES/ENERGY | \$0.00 | \$0.00 | \$217.38 | (\$217.38) | \$0.00 | (\$217.38) | 0.00% |
| 100.000.200.0000.440.0000 | OTHER PURCHASED SERVICES | \$44,767.30 | \$148.00 | \$3,347.29 | \$41,420.01 | \$50,978.71 | (\$9,558.70) | -21.35% |
| 100.000.200.0000.450.0000 | SUPPLIES/MEDIA/MATERIALS | \$152,750.00 | \$1,082.92 | \$14,932.40 | \$137,817.60 | \$119.17 | \$137,698.43 | 90.15% |
| 100.000.200.0000.470.0000 | SUPPLIES/MEDIA/MATERIALS | \$0.00 | \$853.65 | \$16,313.11 | (\$16,313.11) | \$3,109.05 | (\$19,422.16) | 0.00% |
| 100.000.200.0000.490.0000 | OTHER EXPENSES | \$0.00 | \$0.00 | \$219.00 | (\$219.00) | \$500.00 | (\$719.00) | 0.00% |
| 100.000.200.0000.510.0000 | EQUIPMENT | \$5,232.70 | \$0.00 | \$5,232.70 | \$0.00 | \$0.00 | \$0.00 | 0.00% |
| | FUNCTION: SPED -SPECIAL EDUCATION INSTR. - 200 | \$10,858,358.74 | \$1,003,482.90 | \$7,097,116.24 | \$3,761,242.50 | \$4,426,213.76 | (\$664,971.26) | -6.12% |
| 100.000.300.0000.310.0000 | CERTIFIED. SALARIES | \$995,859.19 | \$81,880.46 | \$530,076.59 | \$465,782.60 | \$500,744.74 | (\$34,962.14) | -3.51% |
| 100.000.300.0000.320.0000 | CLASSIFIED WAGES | \$1,357,140.88 | \$123,298.62 | \$865,686.92 | \$491,453.96 | \$488,091.57 | \$3,362.39 | 0.25% |
| 100.000.300.0000.340.0000 | CLASSIFIED, OVERTIME | \$10,035.00 | \$991.02 | \$5,096.94 | \$4,938.06 | \$0.00 | \$4,938.06 | 49.21% |
| 100.000.300.0000.360.0000 | EMPLOYEE BENEFITS | \$1,355,368.18 | \$124,749.19 | \$1,156,300.32 | \$199,067.86 | \$482,438.40 | (\$283,370.54) | -20.91% |
| 100.000.300.0000.390.0000 | TRANSPORTATION ALLOWANCE | \$309.40 | \$116.80 | \$762.20 | (\$452.80) | \$0.00 | (\$452.80) | -146.35% |
| 100.000.300.0000.410.0000 | PROF'L/TECHNICAL SERVICES | \$110,000.00 | \$4,056.97 | \$31,336.46 | \$78,663.54 | \$26,603.99 | \$52,059.55 | 47.33% |
| 100.000.300.0000.420.0000 | STAFF TRAVEL | \$28,500.00 | \$3,811.30 | \$39,937.60 | (\$11,437.60) | \$15,755.21 | (\$27,192.81) | -95.41% |
| 100.000.300.0000.430.0000 | UTILITIES/ENERGY | \$2,572,535.20 | \$253,296.12 | \$1,736,264.97 | \$836,270.23 | \$1,235,016.91 | (\$398,746.68) | -15.50% |
| 100.000.300.0000.440.0000 | OTHER PURCHASED SERVICES | \$55,000.00 | \$0.00 | \$9,754.92 | \$45,245.08 | \$0.00 | \$45,245.08 | 82.26% |
| 100.000.300.0000.450.0000 | SUPPLIES/MEDIA/MATERIALS | \$11,900.00 | \$0.00 | \$6,445.49 | \$5,454.51 | \$850.78 | \$4,603.73 | 38.69% |
| 100.000.300.0000.470.0000 | SUPPLIES/MEDIA/MATERIALS | \$208,050.00 | \$8,778.21 | \$239,379.19 | (\$31,329.19) | \$31,826.11 | (\$63,155.30) | -30.36% |
| 100.000.300.0000.490.0000 | OTHER EXPENSES | \$4,000.00 | \$1,400.00 | (\$6,318.63) | \$10,318.63 | \$0.00 | \$10,318.63 | 257.97% |
| | FUNCTION: STDNTSS -SUPPORT SERVICES-STUDENTS - 300 | \$6,708,697.85 | \$602,378.69 | \$4,614,722.97 | \$2,093,974.88 | \$2,781,327.71 | (\$687,352.83) | -10.25% |

KODIAK ISLAND BOROUGH SCHOOL DISTRICT

BOARD GENERAL FUND - EXPENDITURES BY FUNCTIO

From Date: 2/1/2026

To Date: 2/28/2026

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
 Include All Encumbrances

| Account Number | Description | GL Budget | Range To Date | YTD | Balance | Encumbrance | Budget Balance | % Bud |
|---------------------------|---|----------------|---------------|----------------|----------------|----------------|----------------|----------|
| 100.000.400.0000.310.0000 | CERTIFIED. SALARIES | \$1,040,728.67 | \$76,953.72 | \$489,547.50 | \$551,181.17 | \$503,749.76 | \$47,431.41 | 4.56% |
| 100.000.400.0000.320.0000 | CLASSIFIED WAGES | \$543,958.25 | \$47,973.50 | \$317,268.79 | \$226,689.46 | \$207,482.81 | \$19,206.65 | 3.53% |
| 100.000.400.0000.340.0000 | CLASSIFIED, OVERTIME | \$0.00 | \$527.01 | \$4,496.82 | (\$4,496.82) | \$0.00 | (\$4,496.82) | 0.00% |
| 100.000.400.0000.360.0000 | EMPLOYEE BENEFITS | \$870,009.40 | \$73,255.90 | \$717,037.44 | \$152,971.96 | \$283,700.86 | (\$130,728.90) | -15.03% |
| 100.000.400.0000.420.0000 | STAFF TRAVEL | \$0.00 | \$577.34 | \$10,207.99 | (\$10,207.99) | \$770.00 | (\$10,977.99) | 0.00% |
| 100.000.400.0000.430.0000 | UTILITIES/ENERGY | \$0.00 | \$0.00 | \$533.13 | (\$533.13) | \$0.00 | (\$533.13) | 0.00% |
| 100.000.400.0000.440.0000 | OTHER PURCHASED SERVICES | \$0.00 | \$290.95 | \$290.95 | (\$290.95) | \$26.42 | (\$317.37) | 0.00% |
| 100.000.400.0000.450.0000 | SUPPLIES/MEDIA/MATERIALS | \$2,500.00 | \$478.64 | \$3,563.04 | (\$1,063.04) | \$0.00 | (\$1,063.04) | -42.52% |
| 100.000.400.0000.470.0000 | SUPPLIES/MEDIA/MATERIALS | \$6,500.00 | \$1,290.71 | \$14,000.34 | (\$7,500.34) | \$6,346.57 | (\$13,846.91) | -213.03% |
| 100.000.400.0000.490.0000 | OTHER EXPENSES | \$500.00 | \$0.00 | \$1,951.00 | (\$1,451.00) | \$0.00 | (\$1,451.00) | -290.20% |
| | FUNCTION: SCHADMN - SCHOOL ADMINISTRATION - 400 | \$2,464,196.32 | \$201,347.77 | \$1,558,897.00 | \$905,299.32 | \$1,002,076.42 | (\$96,777.10) | -3.93% |
| 100.000.500.0000.310.0000 | CERTIFIED. SALARIES | \$897,059.66 | \$76,862.48 | \$481,457.95 | \$415,601.71 | \$452,147.71 | (\$36,546.00) | -4.07% |
| 100.000.500.0000.320.0000 | CLASSIFIED WAGES | \$1,012,331.16 | \$80,171.57 | \$649,042.40 | \$363,288.76 | \$402,004.79 | (\$38,716.03) | -3.82% |
| 100.000.500.0000.330.0000 | NON-CERTIFICATED TEA & EXTRA D | \$0.00 | \$141.00 | \$2,023.50 | (\$2,023.50) | \$0.00 | (\$2,023.50) | 0.00% |
| 100.000.500.0000.340.0000 | CLASSIFIED, OVERTIME | \$10,553.00 | \$2,434.64 | \$9,029.32 | \$1,523.68 | \$0.00 | \$1,523.68 | 14.44% |
| 100.000.500.0000.360.0000 | EMPLOYEE BENEFITS | \$953,174.22 | \$73,422.33 | \$828,111.35 | \$125,062.87 | \$331,583.83 | (\$206,520.96) | -21.67% |
| 100.000.500.0000.390.0000 | TRANSPORTATION ALLOWANCE | \$303.38 | \$0.00 | \$309.05 | (\$5.67) | \$0.00 | (\$5.67) | -1.87% |
| 100.000.500.0000.410.0000 | PROF'L/TECHNICAL SERVICES | \$219,197.00 | \$5,453.69 | \$51,310.11 | \$167,886.89 | \$102,943.44 | \$64,943.45 | 29.63% |
| 100.000.500.0000.420.0000 | STAFF TRAVEL | \$80,749.00 | \$3,667.00 | \$65,095.11 | \$15,653.89 | \$12,140.00 | \$3,513.89 | 4.35% |
| 100.000.500.0000.430.0000 | UTILITIES/ENERGY | \$27,537.00 | \$138.91 | \$4,361.15 | \$23,175.85 | \$1,319.67 | \$21,856.18 | 79.37% |
| 100.000.500.0000.440.0000 | OTHER PURCHASED SERVICES | \$821,534.31 | \$2,656.04 | \$613,727.20 | \$207,807.11 | \$5,309.07 | \$202,498.04 | 24.65% |
| 100.000.500.0000.450.0000 | SUPPLIES/MEDIA/MATERIALS | \$0.00 | \$149.54 | \$2,376.21 | (\$2,376.21) | \$3,055.25 | (\$5,431.46) | 0.00% |
| 100.000.500.0000.470.0000 | SUPPLIES/MEDIA/MATERIALS | \$193,600.00 | \$13,593.23 | \$206,483.71 | (\$12,883.71) | \$3,503.91 | (\$16,387.62) | -8.46% |
| 100.000.500.0000.490.0000 | OTHER EXPENSES | \$26,817.00 | \$23,677.45 | \$38,096.05 | (\$11,279.05) | \$8,411.72 | (\$19,690.77) | -73.43% |
| | FUNCTION: Central Office Services - 500 | \$4,242,855.73 | \$282,367.88 | \$2,951,423.11 | \$1,291,432.62 | \$1,322,419.39 | (\$30,986.77) | -0.73% |
| 100.000.600.0000.320.0000 | CLASSIFIED WAGES | \$1,932,552.35 | \$158,291.77 | \$1,189,649.84 | \$742,902.51 | \$701,979.81 | \$40,922.70 | 2.12% |
| 100.000.600.0000.340.0000 | CLASSIFIED, OVERTIME | \$10,021.00 | \$4,812.97 | \$47,110.11 | (\$37,089.11) | \$0.00 | (\$37,089.11) | -370.11% |
| 100.000.600.0000.360.0000 | EMPLOYEE BENEFITS | \$1,243,373.61 | \$124,303.61 | \$964,829.14 | \$278,544.47 | \$548,311.12 | (\$269,766.65) | -21.70% |
| 100.000.600.0000.410.0000 | PROF'L/TECHNICAL SERVICES | \$107,910.00 | \$4,407.52 | \$91,794.23 | \$16,115.77 | \$44,966.00 | (\$28,850.23) | -26.74% |
| 100.000.600.0000.420.0000 | STAFF TRAVEL | \$32,000.00 | \$4,129.31 | \$62,334.28 | (\$30,334.28) | \$2,833.60 | (\$33,167.88) | -103.65% |
| 100.000.600.0000.430.0000 | UTILITIES/ENERGY | \$2,328,337.00 | \$203,708.51 | \$1,135,365.46 | \$1,192,971.54 | \$904,387.80 | \$288,583.74 | 12.39% |
| 100.000.600.0000.440.0000 | OTHER PURCHASED SERVICES | \$243,633.29 | \$1,178.15 | \$109,921.67 | \$133,711.62 | \$76,131.58 | \$57,580.04 | 23.63% |
| 100.000.600.0000.450.0000 | SUPPLIES/MEDIA/MATERIALS | \$707,964.24 | \$35,082.12 | \$247,753.86 | \$460,210.38 | \$141,171.51 | \$319,038.87 | 45.06% |
| 100.000.600.0000.470.0000 | SUPPLIES/MEDIA/MATERIALS | \$0.00 | \$3,771.83 | \$37,856.71 | (\$37,856.71) | \$4,241.65 | (\$42,098.36) | 0.00% |
| 100.000.600.0000.490.0000 | OTHER EXPENSES | \$0.00 | \$20.00 | \$2,365.00 | (\$2,365.00) | \$900.00 | (\$3,265.00) | 0.00% |
| 100.000.600.0000.510.0000 | EQUIPMENT | \$10,465.40 | \$0.00 | \$10,465.40 | \$0.00 | \$26,720.93 | (\$26,720.93) | -255.33% |
| | FUNCTION: O/M - OPERATIONS & MAINTENANCE - 600 | \$6,616,256.89 | \$539,705.79 | \$3,899,445.70 | \$2,716,811.19 | \$2,451,644.00 | \$265,167.19 | 4.01% |
| 100.000.700.0000.310.0000 | CERTIFIED. SALARIES | \$96,559.32 | \$0.00 | \$61,876.76 | \$34,682.56 | \$41,870.40 | (\$7,187.84) | -7.44% |
| 100.000.700.0000.320.0000 | CLASSIFIED WAGES | \$120,591.50 | \$10,049.30 | \$75,369.68 | \$45,221.82 | \$45,221.82 | \$0.00 | 0.00% |
| 100.000.700.0000.330.0000 | NON-CERTIFICATED TEA & EXTRA D | \$171,375.00 | \$0.00 | \$88,213.84 | \$83,161.16 | \$80,366.00 | \$2,795.16 | 1.63% |
| 100.000.700.0000.360.0000 | EMPLOYEE BENEFITS | \$112,799.58 | \$6,076.44 | \$137,198.76 | (\$24,399.18) | \$39,818.19 | (\$64,217.37) | -56.93% |
| 100.000.700.0000.410.0000 | PROF'L/TECHNICAL SERVICES | \$1,500.00 | \$4,238.89 | \$10,719.89 | (\$9,219.89) | \$0.00 | (\$9,219.89) | -614.66% |
| 100.000.700.0000.420.0000 | STAFF TRAVEL | \$405,135.41 | \$37,576.12 | \$245,792.00 | \$159,343.41 | \$7,735.73 | \$151,607.68 | 37.42% |
| 100.000.700.0000.440.0000 | OTHER PURCHASED SERVICES | \$0.00 | \$0.00 | \$2,000.00 | (\$2,000.00) | \$0.00 | (\$2,000.00) | 0.00% |
| 100.000.700.0000.450.0000 | SUPPLIES/MEDIA/MATERIALS | \$0.00 | \$0.00 | \$137.00 | (\$137.00) | \$0.00 | (\$137.00) | 0.00% |
| 100.000.700.0000.470.0000 | SUPPLIES/MEDIA/MATERIALS | \$5,000.00 | \$382.50 | \$2,367.29 | \$2,632.71 | \$0.00 | \$2,632.71 | 52.65% |
| 100.000.700.0000.490.0000 | OTHER EXPENSES | \$15,000.00 | \$0.00 | \$13,543.71 | \$1,456.29 | \$0.00 | \$1,456.29 | 9.71% |
| | FUNCTION: STDNTACT - STUDENT ACTIVITIES - 700 | \$927,960.81 | \$58,323.25 | \$637,218.93 | \$290,741.88 | \$215,012.14 | \$75,729.74 | 8.16% |

KODIAK ISLAND BOROUGH SCHOOL DISTRICT

BOARD GENERAL FUND - EXPENDITURES BY FUNCTIO

From Date: 2/1/2026

To Date: 2/28/2026

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
 Include All Encumbrances

| Account Number | Description | GL Budget | Range To Date | YTD | Balance | Encumbrance | Budget Balance | % Bud |
|----------------|--------------------------|-----------------|----------------|-----------------|-----------------|-----------------|----------------|-------|
| | FUND: GENERAL FUND - 100 | \$53,216,866.52 | \$3,961,620.95 | \$31,631,758.01 | \$21,585,108.51 | \$19,278,630.39 | \$2,306,478.12 | 4.33% |
| | Grand Total: | \$53,216,866.52 | \$3,961,620.95 | \$31,631,758.01 | \$21,585,108.51 | \$19,278,630.39 | \$2,306,478.12 | 4.33% |

End of Report

KODIAK ISLAND BOROUGH SCHOOL DISTRICT

BOARD GENERAL FUND - EXPENDITURES BY SITE

From Date: 2/1/2026

To Date: 2/28/2026

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
 Include All Encumbrances

| Account Number | Description | GL Budget | Range To Date | YTD | Balance | Encumbrance | Budget Balance | % Bud |
|---------------------------|--|----------------------------------|--------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|--------------------|
| 100.000.000.0000.000.0000 | ASSET SITE: UNDESIGNATED - 000 | \$785,539.09 \$785,539.09 | (\$33,911.03) (\$33,911.03) | (\$92,272.21) (\$92,272.21) | \$877,811.30 \$877,811.30 | \$0.00 \$0.00 | \$877,811.30 \$877,811.30 | 111.75% 111.75% |
| 100.110.000.0000.000.0000 | ASSET SITE: KHS KODIAK HIGH SCHOOL - 110 | \$8,471,957.15 \$8,471,957.15 | \$749,554.75 \$749,554.75 | \$4,635,127.39 \$4,635,127.39 | \$3,836,829.76 \$3,836,829.76 | \$3,380,302.44 \$3,380,302.44 | \$456,527.32 \$456,527.32 | 5.39% 5.39% |
| 100.111.000.0000.000.0000 | ASSET SITE: COMMUNITY SWIMMING POOL - 111 | \$111,585.93 \$111,585.93 | \$14,660.89 \$14,660.89 | \$83,966.40 \$83,966.40 | \$27,619.53 \$27,619.53 | \$89,034.42 \$89,034.42 | (\$61,414.89) (\$61,414.89) | -55.04% -55.04% |
| 100.117.000.0000.000.0000 | ASSET SITE: AK TEACH - 117 | \$1,084,382.26 \$1,084,382.26 | \$34,230.82 \$34,230.82 | \$893,081.51 \$893,081.51 | \$191,300.75 \$191,300.75 | \$155,620.39 \$155,620.39 | \$35,680.36 \$35,680.36 | 3.29% 3.29% |
| 100.120.000.0000.000.0000 | ASSET SITE: KMS KODIAK MIDDLE SCHOOL - 120 | \$6,132,094.35 \$6,132,094.35 | \$555,225.88 \$555,225.88 | \$3,439,142.90 \$3,439,142.90 | \$2,692,951.45 \$2,692,951.45 | \$2,659,384.87 \$2,659,384.87 | \$33,566.58 \$33,566.58 | 0.55% 0.55% |
| 100.240.000.0000.000.0000 | ASSET SITE: EE EAST ELEMENTARY - 240 | \$5,689,449.30 \$5,689,449.30 | \$524,202.76 \$524,202.76 | \$3,148,625.90 \$3,148,625.90 | \$2,540,823.40 \$2,540,823.40 | \$2,432,670.41 \$2,432,670.41 | \$108,152.99 \$108,152.99 | 1.90% 1.90% |
| 100.250.000.0000.000.0000 | ASSET SITE: ME MAIN ELEMENTARY - 250 | \$4,325,881.05 \$4,325,881.05 | \$418,691.87 \$418,691.87 | \$2,435,147.82 \$2,435,147.82 | \$1,890,733.23 \$1,890,733.23 | \$1,791,491.53 \$1,791,491.53 | \$99,241.70 \$99,241.70 | 2.29% 2.29% |
| 100.260.000.0000.000.0000 | ASSET SITE: NSE NORTH STAR ELEMENTARY - 260 | \$0.00 \$0.00 | \$0.00 \$0.00 | \$9,413.88 \$9,413.88 | (\$9,413.88) (\$9,413.88) | \$0.00 \$0.00 | (\$9,413.88) (\$9,413.88) | 0.00% 0.00% |
| 100.270.000.0000.000.0000 | ASSET SITE: PTE PETERSON ELEMENTARY - 270 | \$3,377,405.23 \$3,377,405.23 | \$311,720.57 \$311,720.57 | \$1,817,384.94 \$1,817,384.94 | \$1,560,020.29 \$1,560,020.29 | \$1,468,675.15 \$1,468,675.15 | \$91,345.14 \$91,345.14 | 2.70% 2.70% |
| 100.360.000.0000.000.0000 | ASSET SITE: AKH AKHIOK SCHOOL - 360 | \$827,297.35 \$827,297.35 | \$72,381.67 \$72,381.67 | \$478,793.95 \$478,793.95 | \$348,503.40 \$348,503.40 | \$325,261.71 \$325,261.71 | \$23,241.69 \$23,241.69 | 2.81% 2.81% |
| 100.362.000.0000.000.0000 | ASSET SITE: CHINIAK SCHOOL - 362 | \$986,041.06 \$986,041.06 | \$91,112.02 \$91,112.02 | \$614,225.16 \$614,225.16 | \$371,815.90 \$371,815.90 | \$453,277.58 \$453,277.58 | (\$81,461.68) (\$81,461.68) | -8.26% -8.26% |
| 100.371.000.0000.000.0000 | ASSET SITE: OH OLD HARBOR SCHOOL - 371 | \$1,125,106.79 \$1,125,106.79 | \$108,512.32 \$108,512.32 | \$692,359.56 \$692,359.56 | \$432,747.23 \$432,747.23 | \$537,145.79 \$537,145.79 | (\$104,398.56) (\$104,398.56) | -9.28% -9.28% |
| 100.373.000.0000.000.0000 | ASSET SITE: OUZINKIE SCHOOL - 373 | \$1,035,207.05 \$1,035,207.05 | \$89,764.27 \$89,764.27 | \$637,196.28 \$637,196.28 | \$398,010.77 \$398,010.77 | \$495,305.90 \$495,305.90 | (\$97,295.13) (\$97,295.13) | -9.40% -9.40% |
| 100.375.000.0000.000.0000 | ASSET SITE: PL PORT LIONS SCHOOL - 375 | \$1,014,442.03 \$1,014,442.03 | \$87,318.34 \$87,318.34 | \$631,900.38 \$631,900.38 | \$382,541.65 \$382,541.65 | \$474,019.63 \$474,019.63 | (\$91,477.98) (\$91,477.98) | -9.02% -9.02% |
| 100.380.000.0000.000.0000 | ASSET SITE: VILLAGE WIDE SERVICES - 380 | \$598,307.27 \$598,307.27 | \$41,477.61 \$41,477.61 | \$250,927.94 \$250,927.94 | \$347,379.33 \$347,379.33 | \$215,650.90 \$215,650.90 | \$131,728.43 \$131,728.43 | 22.02% 22.02% |
| 100.410.000.0000.000.0000 | ASSET SITE: NEGOTIATED BENEFITS - 410 | \$1,018,899.28 \$1,018,899.28 | \$18,657.09 \$18,657.09 | \$805,417.54 \$805,417.54 | \$213,481.74 \$213,481.74 | \$144,810.70 \$144,810.70 | \$68,671.04 \$68,671.04 | 6.74% 6.74% |
| 100.450.000.0000.000.0000 | ASSET SITE: DISTRICT WIDE SERVICES - 450 | \$3,837,499.96 \$3,837,499.96 | \$40,186.98 \$40,186.98 | \$3,877,581.92 \$3,877,581.92 | (\$40,081.96) (\$40,081.96) | \$157,513.13 \$157,513.13 | (\$197,595.09) (\$197,595.09) | -5.15% -5.15% |
| 100.451.000.0000.000.0000 | ASSET | \$213,805.19 | \$14,638.10 | \$118,355.32 | \$95,449.87 | \$90,261.37 | \$5,188.50 | 2.43% |

KODIAK ISLAND BOROUGH SCHOOL DISTRICT

BOARD GENERAL FUND - EXPENDITURES BY SITE

From Date: 2/1/2026

To Date: 2/28/2026

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
 Include All Encumbrances

| Account Number | Description | GL Budget | Range To Date | YTD | Balance | Encumbrance | Budget Balance | % Bud |
|---------------------------|--|-----------------|----------------|-----------------|-----------------|-----------------|----------------|-----------|
| | SITE: AUDITORIUM - 451 | \$213,805.19 | \$14,638.10 | \$118,355.32 | \$95,449.87 | \$90,261.37 | \$5,188.50 | 2.43% |
| 100.452.000.0000.000.0000 | ASSET | \$5,000.00 | \$101.89 | \$101.89 | \$4,898.11 | \$0.00 | \$4,898.11 | 97.96% |
| | SITE: ELEM MUSIC - 452 | \$5,000.00 | \$101.89 | \$101.89 | \$4,898.11 | \$0.00 | \$4,898.11 | 97.96% |
| 100.454.000.0000.000.0000 | ASSET | (\$100.00) | \$6,338.26 | \$9,593.92 | (\$9,693.92) | \$15,074.22 | (\$24,768.14) | 24768.14% |
| | SITE: FEDERAL PROGRAMS - 454 | (\$100.00) | \$6,338.26 | \$9,593.92 | (\$9,693.92) | \$15,074.22 | (\$24,768.14) | 24768.14% |
| 100.459.000.0000.000.0000 | ASSET | \$927,284.95 | \$62,414.33 | \$636,492.17 | \$290,792.78 | \$266,510.06 | \$24,282.72 | 2.62% |
| | SITE: TECHNOLOGY SERVICES - 459 | \$927,284.95 | \$62,414.33 | \$636,492.17 | \$290,792.78 | \$266,510.06 | \$24,282.72 | 2.62% |
| 100.461.000.0000.000.0000 | ASSET | \$303,486.11 | \$25,518.59 | \$153,376.09 | \$150,110.02 | \$151,442.86 | (\$1,332.84) | -0.44% |
| | SITE: ALTERNATIVE LEARNING/LEARNING CAFE - 461 | \$303,486.11 | \$25,518.59 | \$153,376.09 | \$150,110.02 | \$151,442.86 | (\$1,332.84) | -0.44% |
| 100.492.000.0000.000.0000 | ASSET | \$2,404,578.38 | \$144,715.49 | \$1,193,862.18 | \$1,210,716.20 | \$1,114,204.95 | \$96,511.25 | 4.01% |
| | SITE: SPED SPECIAL SERVICES - 492 | \$2,404,578.38 | \$144,715.49 | \$1,193,862.18 | \$1,210,716.20 | \$1,114,204.95 | \$96,511.25 | 4.01% |
| 100.495.000.0000.000.0000 | ASSET | \$1,263,470.33 | \$101,427.30 | \$665,704.11 | \$597,766.22 | \$551,853.80 | \$45,912.42 | 3.63% |
| | SITE: EARLY CHILDHOOK - 495 | \$1,263,470.33 | \$101,427.30 | \$665,704.11 | \$597,766.22 | \$551,853.80 | \$45,912.42 | 3.63% |
| 100.510.000.0000.000.0000 | ASSET | \$210,200.27 | \$51,980.44 | \$146,790.52 | \$63,409.75 | \$39,199.38 | \$24,210.37 | 11.52% |
| | SITE: BOARD OF EDUCATION - 510 | \$210,200.27 | \$51,980.44 | \$146,790.52 | \$63,409.75 | \$39,199.38 | \$24,210.37 | 11.52% |
| 100.560.000.0000.000.0000 | ASSET | \$486,340.33 | \$38,022.20 | \$298,959.38 | \$187,380.95 | \$207,179.47 | (\$19,798.52) | -4.07% |
| | SITE: SUPERINTENDENT - 560 | \$486,340.33 | \$38,022.20 | \$298,959.38 | \$187,380.95 | \$207,179.47 | (\$19,798.52) | -4.07% |
| 100.561.000.0000.000.0000 | ASSET | \$1,243,638.49 | \$84,759.22 | \$724,974.25 | \$518,664.24 | \$516,003.29 | \$2,660.95 | 0.21% |
| | SITE: ASST. SUPERINTENDENT/HR - 561 | \$1,243,638.49 | \$84,759.22 | \$724,974.25 | \$518,664.24 | \$516,003.29 | \$2,660.95 | 0.21% |
| 100.562.000.0000.000.0000 | ASSET | \$600,853.98 | \$30,808.80 | \$255,142.61 | \$345,711.37 | \$191,345.15 | \$154,366.22 | 25.69% |
| | SITE: CURRICULUM - 562 | \$600,853.98 | \$30,808.80 | \$255,142.61 | \$345,711.37 | \$191,345.15 | \$154,366.22 | 25.69% |
| 100.563.000.0000.000.0000 | ASSET | \$508,089.56 | \$45,225.75 | \$305,989.44 | \$202,100.12 | \$167,632.81 | \$34,467.31 | 6.78% |
| | SITE: SCHOOL SUPPORT SRVCS - 563 | \$508,089.56 | \$45,225.75 | \$305,989.44 | \$202,100.12 | \$167,632.81 | \$34,467.31 | 6.78% |
| 100.610.000.0000.000.0000 | ASSET | \$1,820,653.95 | \$71,768.38 | \$1,243,889.05 | \$576,764.90 | \$344,030.18 | \$232,734.72 | 12.78% |
| | SITE: FISCAL SERVICES - 610 | \$1,820,653.95 | \$71,768.38 | \$1,243,889.05 | \$576,764.90 | \$344,030.18 | \$232,734.72 | 12.78% |
| 100.710.000.0000.000.0000 | ASSET | \$2,808,469.83 | \$160,115.39 | \$1,520,505.82 | \$1,287,964.01 | \$843,728.30 | \$444,235.71 | 15.82% |
| | SITE: MAINTENANCE & OPERATIONS - 710 | \$2,808,469.83 | \$160,115.39 | \$1,520,505.82 | \$1,287,964.01 | \$843,728.30 | \$444,235.71 | 15.82% |
| | FUND: GENERAL FUND - 100 | \$53,216,866.52 | \$3,961,620.95 | \$31,631,758.01 | \$21,585,108.51 | \$19,278,630.39 | \$2,306,478.12 | 4.33% |
| | Grand Total: | \$53,216,866.52 | \$3,961,620.95 | \$31,631,758.01 | \$21,585,108.51 | \$19,278,630.39 | \$2,306,478.12 | 4.33% |

End of Report

KODIAK ISLAND BOROUGH SCHOOL DISTRICT

BOARD REPORTS - GRANT REVENUE

From Date: 2/1/2026

To Date: 2/28/2026

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

Include All Encumbrances

| 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 | (\$1,111,431.00) | (\$575,196.00) | \$0.00 | (\$575,196.00) | 34.10% |
| 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% |
| | FUND: STUDENT TRANSPORTATION - 205 | (\$2,143,422.20) | \$0.00 | (\$1,111,431.00) | (\$1,031,991.20) | \$0.00 | (\$1,031,991.20) | 48.15% |
| 230.000.000.0000.050.0000 | BAG GRANT | (\$647,028.00) | \$0.00 | (\$647,028.00) | \$0.00 | \$0.00 | \$0.00 | 0.00% |
| | FUND: BROADBAND ASSISTANCE GRANT (BAG) - 230 | (\$647,028.00) | \$0.00 | (\$647,028.00) | \$0.00 | \$0.00 | \$0.00 | 0.00% |
| 240.000.000.0000.050.0000 | MUNARTET GRANT | \$0.00 | \$0.00 | (\$172,868.88) | \$172,868.88 | \$0.00 | \$172,868.88 | 0.00% |
| | FUND: MUNARTET PROJECT GRANT - 240 | \$0.00 | \$0.00 | (\$172,868.88) | \$172,868.88 | \$0.00 | \$172,868.88 | 0.00% |
| 245.000.000.0000.090.0000 | OTHER STATE REVENUES | (\$4,000.00) | \$0.00 | (\$4,161.97) | \$161.97 | \$0.00 | \$161.97 | -4.05% |
| | FUND: NEW VISIONS 105 - 245 | (\$4,000.00) | \$0.00 | (\$4,161.97) | \$161.97 | \$0.00 | \$161.97 | -4.05% |
| 248.000.000.0000.090.0000 | OTHER STATE REVENUES | (\$5,846.55) | \$0.00 | \$0.00 | (\$5,846.55) | \$0.00 | (\$5,846.55) | 100.00% |
| | FUND: YOUTH RISK BEHAVIOR SURVEY - 248 | (\$5,846.55) | \$0.00 | \$0.00 | (\$5,846.55) | \$0.00 | (\$5,846.55) | 100.00% |
| 249.000.000.0000.050.0000 | REVENUE-STATE SOURCES | (\$577,018.10) | \$0.00 | (\$54,284.97) | (\$522,733.13) | \$0.00 | (\$522,733.13) | 90.59% |
| | FUND: EARLY CHILDHOOD GRANT - 249 | (\$577,018.10) | \$0.00 | (\$54,284.97) | (\$522,733.13) | \$0.00 | (\$522,733.13) | 90.59% |
| 255.000.000.0000.021.0000 | DWS FOOD SERVICE REVENUE | (\$269,448.00) | (\$2,438.73) | (\$110,896.28) | (\$158,551.72) | \$2.70 | (\$158,554.42) | 58.84% |
| 255.000.000.0000.040.0000 | OTHER LOCAL REVENUE | (\$500.00) | \$0.00 | (\$500.00) | \$0.00 | \$0.00 | \$0.00 | 0.00% |
| 255.000.000.0000.160.0000 | NSLP-LUNCH REIMBURSEMENT | (\$637,258.00) | \$0.00 | (\$115,395.83) | (\$521,862.17) | \$0.00 | (\$521,862.17) | 81.89% |
| 255.000.000.0000.161.0000 | NSLP-BREAKFAST REIMBRMNT | (\$160,793.00) | \$0.00 | (\$24,033.83) | (\$136,759.17) | \$0.00 | (\$136,759.17) | 85.05% |
| 255.000.000.0000.162.0000 | USDA COMMODITIES | (\$88,600.00) | \$0.00 | (\$6,114.90) | (\$82,485.10) | \$0.00 | (\$82,485.10) | 93.10% |
| 255.000.000.0000.165.0000 | NSLP-SUMMER LUNCH PROGRAM | (\$20,000.00) | \$0.00 | (\$29,468.40) | \$9,468.40 | \$0.00 | \$9,468.40 | -47.34% |
| 255.000.000.0000.250.0000 | TRANFRS FROM OTHER FUNDS | (\$262,535.85) | \$0.00 | \$0.00 | (\$262,535.85) | \$0.00 | (\$262,535.85) | 100.00% |
| | FUND: CAFETERIA FUND - 255 | (\$1,439,134.85) | (\$2,438.73) | (\$286,409.24) | (\$1,152,725.61) | \$2.70 | (\$1,152,728.31) | 80.10% |
| 256.000.000.0000.150.0000 | FFVP REVENUE-FED'L THRU STATE | (\$63,984.38) | \$0.00 | (\$3,611.13) | (\$60,373.25) | \$0.00 | (\$60,373.25) | 94.36% |
| 256.000.000.9004.150.0000 | REVENUE-FED'L THRU STATE | (\$9,140.63) | \$0.00 | (\$9,140.63) | \$0.00 | \$0.00 | \$0.00 | 0.00% |
| | FUND: FRESH FRUIT & VEGETABLES - 256 | (\$73,125.01) | \$0.00 | (\$12,751.76) | (\$60,373.25) | \$0.00 | (\$60,373.25) | 82.56% |
| 260.000.000.0000.150.0000 | REVENUE-FED'L THRU STATE | (\$17,905.00) | \$0.00 | \$0.00 | (\$17,905.00) | \$0.00 | (\$17,905.00) | 100.00% |
| | FUND: PRE-SCHOOL DISABLED - 260 | (\$17,905.00) | \$0.00 | \$0.00 | (\$17,905.00) | \$0.00 | (\$17,905.00) | 100.00% |
| 261.000.000.0000.150.0000 | REVENUE-FED'L THRU STATE | (\$652,124.00) | \$0.00 | (\$45,586.41) | (\$606,537.59) | \$0.00 | (\$606,537.59) | 93.01% |
| | FUND: TITLE VI-B GRANT - 261 | (\$652,124.00) | \$0.00 | (\$45,586.41) | (\$606,537.59) | \$0.00 | (\$606,537.59) | 93.01% |
| 262.000.000.0000.150.0000 | REVENUE-FED'L THRU STATE | (\$24,257.44) | \$0.00 | (\$24,257.44) | \$0.00 | \$0.00 | \$0.00 | 0.00% |
| | FUND: AKLITERACY (READ) - 262 | (\$24,257.44) | \$0.00 | (\$24,257.44) | \$0.00 | \$0.00 | \$0.00 | 0.00% |
| 264.000.000.0000.150.0000 | CTE REVENUE-FED'L THRU STATE | (\$66,807.00) | \$0.00 | \$0.00 | (\$66,807.00) | \$0.00 | (\$66,807.00) | 100.00% |
| | FUND: CARL PERKINS - 264 | (\$66,807.00) | \$0.00 | \$0.00 | (\$66,807.00) | \$0.00 | (\$66,807.00) | 100.00% |
| 267.000.000.0000.150.0000 | MIGRANT BOOK REVENUE-FED'L THR | (\$13,600.00) | \$0.00 | (\$198,764.36) | \$185,164.36 | \$0.00 | \$185,164.36 | -1361.50% |
| 267.000.000.9099.150.0000 | MIGRANT BOOK REVENUE-FED'L THR | (\$4,500.00) | \$0.00 | \$0.00 | (\$4,500.00) | \$0.00 | (\$4,500.00) | 100.00% |
| | FUND: MIGRANT ED. BOOK PROGRAM - 267 | (\$18,100.00) | \$0.00 | (\$198,764.36) | \$180,664.36 | \$0.00 | \$180,664.36 | -998.15% |
| 268.000.000.0000.150.0000 | REVENUE-FED'L THRU STATE | (\$407,016.64) | \$0.00 | (\$7,590.83) | (\$399,425.81) | \$0.00 | (\$399,425.81) | 98.14% |
| | FUND: STRONGER CONNECTIONS - 268 | (\$407,016.64) | \$0.00 | (\$7,590.83) | (\$399,425.81) | \$0.00 | (\$399,425.81) | 98.14% |

KODIAK ISLAND BOROUGH SCHOOL DISTRICT

BOARD REPORTS - GRANT REVENUE

From Date: 2/1/2026

To Date: 2/28/2026

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
 Include All Encumbrances

| Account Number | Description | GL Budget | Range To Date | YTD | Balance | Encumbrance | Budget Balance | % Bud |
|---------------------------|---|----------------------------------|------------------|--------------------------------|----------------------------------|------------------|----------------------------------|--------------------|
| 269.000.000.0000.150.0000 | REVENUE-FED'L THRU STATE FUND: TITLE I, SCHOOL IMPRVMT - 269 | (\$20,000.00) (\$20,000.00) | \$0.00 \$0.00 | (\$332.49) (\$332.49) | (\$19,667.51) (\$19,667.51) | \$0.00 \$0.00 | (\$19,667.51) (\$19,667.51) | 98.34% 98.34% |
| 270.000.000.0000.150.0000 | REVENUE-FED'L THRU STATE FUND: AKPBIS - 270 | (\$4,500.00) (\$4,500.00) | \$0.00 \$0.00 | \$0.00 \$0.00 | (\$4,500.00) (\$4,500.00) | \$0.00 \$0.00 | (\$4,500.00) (\$4,500.00) | 100.00% 100.00% |
| 272.000.000.0000.150.0000 | REVENUE-FED'L THRU STATE FUND: CLSD 2024 COHORT - 272 | (\$350,000.00) (\$350,000.00) | \$0.00 \$0.00 | \$0.00 \$0.00 | (\$350,000.00) (\$350,000.00) | \$0.00 \$0.00 | (\$350,000.00) (\$350,000.00) | 100.00% 100.00% |
| 279.000.000.0000.150.0000 | REVENUE-FED'L THRU STATE FUND: ESSA ADMIN POOL - 279 | (\$322,655.66) (\$322,655.66) | \$0.00 \$0.00 | (\$35,107.07) (\$35,107.07) | (\$287,548.59) (\$287,548.59) | \$0.00 \$0.00 | (\$287,548.59) (\$287,548.59) | 89.12% 89.12% |
| 280.000.000.0000.150.0000 | REVENUE-FED'L THRU STATE | (\$343,046.87) | \$0.00 | (\$18,147.27) | (\$324,899.60) | \$0.00 | (\$324,899.60) | 94.71% |
| 280.000.000.9091.150.0000 | REVENUE-FED'L THRU STATE | (\$8,511.31) | \$0.00 | \$0.00 | (\$8,511.31) | \$0.00 | (\$8,511.31) | 100.00% |
| 280.000.000.9095.150.0000 | REVENUE-FED'L THRU STATE FUND: TITLE I-A, BASIC - 280 | (\$1,180.19) (\$352,738.37) | \$0.00 \$0.00 | \$0.00 (\$18,147.27) | (\$1,180.19) (\$334,591.10) | \$0.00 \$0.00 | (\$1,180.19) (\$334,591.10) | 100.00% 94.86% |
| 283.000.000.0000.150.0000 | REVENUE-FED'L THRU STATE FUND: TITLE I-C, MIGRANT ED - 283 | (\$805,522.46) (\$805,522.46) | \$0.00 \$0.00 | (\$6,066.95) (\$6,066.95) | (\$799,455.51) (\$799,455.51) | \$0.00 \$0.00 | (\$799,455.51) (\$799,455.51) | 99.25% 99.25% |
| 284.000.000.0000.150.0000 | REVENUE-FED'L THRU STATE | (\$125,597.96) | \$0.00 | (\$10,324.71) | (\$115,273.25) | \$0.00 | (\$115,273.25) | 91.78% |
| 284.000.000.9091.150.0000 | REVENUE-FED'L THRU STATE FUND: TITLE II-A, TCHR TRAINING - 284 | (\$3,663.95) (\$129,261.91) | \$0.00 \$0.00 | \$0.00 (\$10,324.71) | (\$3,663.95) (\$118,937.20) | \$0.00 \$0.00 | (\$3,663.95) (\$118,937.20) | 100.00% 92.01% |
| 286.000.000.0000.150.0000 | REVENUE-FED'L THRU STATE FUND: TITLE III-A, E.L.A. - 286 | (\$40,747.07) (\$40,747.07) | \$0.00 \$0.00 | \$0.00 \$0.00 | (\$40,747.07) (\$40,747.07) | \$0.00 \$0.00 | (\$40,747.07) (\$40,747.07) | 100.00% 100.00% |
| 287.000.000.0000.150.0000 | REVENUE-FED'L THRU STATE FUND: TITLE IV-A, SAFE/DRUGFREE - 287 | (\$76,341.00) (\$76,341.00) | \$0.00 \$0.00 | (\$3,492.36) (\$3,492.36) | (\$72,848.64) (\$72,848.64) | \$0.00 \$0.00 | (\$72,848.64) (\$72,848.64) | 95.43% 95.43% |
| 294.000.000.0000.150.0000 | REVENUE-FED'L THRU STATE FUND: PRESCHOOL DEVELOPMENT GRANT - 294 | \$0.00 \$0.00 | \$0.00 \$0.00 | (\$25,000.00) (\$25,000.00) | \$25,000.00 \$25,000.00 | \$0.00 \$0.00 | \$25,000.00 \$25,000.00 | 0.00% 0.00% |
| 295.000.000.0000.150.0000 | REVENUE-FED'L THRU STATE FUND: HUNTER EDUCATION - 295 | (\$30,640.64) (\$30,640.64) | \$0.00 \$0.00 | (\$30,640.64) (\$30,640.64) | \$0.00 \$0.00 | \$0.00 \$0.00 | \$0.00 \$0.00 | 0.00% 0.00% |
| 298.000.000.0000.150.0000 | REVENUE-FED'L THRU STATE FUND: MENTOR ASSISTANCE - 298 | (\$15,000.00) (\$15,000.00) | \$0.00 \$0.00 | (\$410.90) (\$410.90) | (\$14,589.10) (\$14,589.10) | \$0.00 \$0.00 | (\$14,589.10) (\$14,589.10) | 97.26% 97.26% |
| 350.000.000.0000.120.0000 | INDIAN EDUCATION-USDOE FUND: INDIAN EDUCATION (IEA) - 350 | (\$170,770.00) (\$170,770.00) | \$0.00 \$0.00 | (\$24,470.13) (\$24,470.13) | (\$146,299.87) (\$146,299.87) | \$0.00 \$0.00 | (\$146,299.87) (\$146,299.87) | 85.67% 85.67% |
| 355.000.000.0000.120.0000 | NEA FOUNDATION GRANT FUND: NEA FOUNDATION GRANT - 355 | (\$2,400.00) (\$2,400.00) | \$0.00 \$0.00 | \$0.00 \$0.00 | (\$2,400.00) (\$2,400.00) | \$0.00 \$0.00 | (\$2,400.00) (\$2,400.00) | 100.00% 100.00% |
| 373.000.000.0000.048.0000 | LOCAL GRANT SOURCES FUND: BEST BEGINNINGS - 373 | (\$5,500.00) (\$5,500.00) | \$0.00 \$0.00 | (\$3,506.00) (\$3,506.00) | (\$1,994.00) (\$1,994.00) | \$0.00 \$0.00 | (\$1,994.00) (\$1,994.00) | 36.25% 36.25% |
| 375.000.000.0000.048.0000 | LOCAL GRANT SOURCES FUND: GARDEN CLUB GRANT-MAIN - 375 | (\$3,159.90) (\$3,159.90) | \$0.00 \$0.00 | (\$3,159.90) (\$3,159.90) | \$0.00 \$0.00 | \$0.00 \$0.00 | \$0.00 \$0.00 | 0.00% 0.00% |

KODIAK ISLAND BOROUGH SCHOOL DISTRICT

BOARD REPORTS - GRANT REVENUE

From Date: 2/1/2026

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Fiscal Year: 2025-2026

- Subtotal by Collapse Mask
 Include pre encumbrance
 Print accounts with zero balance
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 Exclude Inactive Accounts with zero balance
 Include All Encumbrances

| Account Number | Description | GL Budget | Range To Date | YTD | Balance | Encumbrance | Budget Balance | % Bud |
|----------------|-------------|------------------|---------------|------------------|------------------|-------------|------------------|--------|
| Grand Total: | | (\$8,405,021.80) | (\$2,438.73) | (\$2,725,793.28) | (\$5,679,228.52) | \$2.70 | (\$5,679,231.22) | 67.57% |

End of Report

KODIAK ISLAND BOROUGH SCHOOL DISTRICT

BOARD REPORTS - GRANT EXPENDITURES

From Date: 2/1/2026

To Date: 2/28/2026

Fiscal Year: 2025-2026

- Subtotal by Collapse Mask
 Include pre encumbrance
 Print accounts with zero balance
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 Include All Encumbrances

| Account Number | Description | GL Budget | Range To Date | YTD | Balance | Encumbrance | Budget Balance | % Bud |
|---------------------------|--|----------------|---------------|----------------|----------------|----------------|----------------|---------|
| 205.000.000.0000.400.0000 | NON-PERSONNEL | \$2,143,422.20 | \$215,946.00 | \$1,121,156.19 | \$1,022,266.01 | \$1,024,459.04 | (\$2,193.03) | -0.10% |
| | FUND: STUDENT TRANSPORTATION - 205 | \$2,143,422.20 | \$215,946.00 | \$1,121,156.19 | \$1,022,266.01 | \$1,024,459.04 | (\$2,193.03) | -0.10% |
| 230.000.000.0000.400.0000 | NON-PERSONNEL | \$647,028.00 | \$53,919.00 | \$377,433.00 | \$269,595.00 | \$269,595.00 | \$0.00 | 0.00% |
| | FUND: BROADBAND ASSISTANCE GRANT (BAG) - 230 | \$647,028.00 | \$53,919.00 | \$377,433.00 | \$269,595.00 | \$269,595.00 | \$0.00 | 0.00% |
| 240.000.000.0000.300.0000 | PERSONNEL | \$157,789.50 | \$12,407.08 | \$74,791.01 | \$82,998.49 | \$74,547.31 | \$8,451.18 | 5.36% |
| 240.000.000.0000.400.0000 | NON-PERSONNEL | \$14,505.50 | \$250.00 | \$4,850.17 | \$9,655.33 | \$0.00 | \$9,655.33 | 66.56% |
| | FUND: MUNARTET PROJECT GRANT - 240 | \$172,295.00 | \$12,657.08 | \$79,641.18 | \$92,653.82 | \$74,547.31 | \$18,106.51 | 10.51% |
| 245.000.000.0000.400.0000 | NON-PERSONNEL | \$4,000.00 | \$0.00 | \$0.00 | \$4,000.00 | \$0.00 | \$4,000.00 | 100.00% |
| | FUND: NEW VISIONS 105 - 245 | \$4,000.00 | \$0.00 | \$0.00 | \$4,000.00 | \$0.00 | \$4,000.00 | 100.00% |
| 248.000.000.0000.400.0000 | NON-PERSONNEL | \$5,846.55 | \$0.00 | \$0.00 | \$5,846.55 | \$0.00 | \$5,846.55 | 100.00% |
| | FUND: YOUTH RISK BEHAVIOR SURVEY - 248 | \$5,846.55 | \$0.00 | \$0.00 | \$5,846.55 | \$0.00 | \$5,846.55 | 100.00% |
| 249.000.000.0000.300.0000 | PERSONNEL | \$471,851.22 | \$37,588.77 | \$233,139.45 | \$238,711.77 | \$187,178.50 | \$51,533.27 | 10.92% |
| 249.000.000.0000.400.0000 | NON-PERSONNEL | \$105,166.88 | \$5,562.69 | \$41,119.98 | \$64,046.90 | \$1,018.59 | \$63,028.31 | 59.93% |
| | FUND: EARLY CHILDHOOD GRANT - 249 | \$577,018.10 | \$43,151.46 | \$274,259.43 | \$302,758.67 | \$188,197.09 | \$114,561.58 | 19.85% |
| 255.000.000.0000.300.0000 | PERSONNEL | \$790,834.85 | \$86,512.76 | \$536,479.42 | \$254,355.43 | \$154,829.40 | \$99,526.03 | 12.58% |
| 255.000.000.0000.400.0000 | NON-PERSONNEL | \$648,300.00 | \$63,925.36 | \$266,192.05 | \$382,107.95 | \$29,420.66 | \$352,687.29 | 54.40% |
| | FUND: CAFETERIA FUND - 255 | \$1,439,134.85 | \$150,438.12 | \$802,671.47 | \$636,463.38 | \$184,250.06 | \$452,213.32 | 31.42% |
| 256.000.000.0000.300.0000 | PERSONNEL | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$4,440.22 | (\$4,440.22) | 0.00% |
| 256.000.000.0000.400.0000 | NON-PERSONNEL | \$73,125.01 | \$4,470.99 | \$33,908.49 | \$39,216.52 | \$4,196.14 | \$35,020.38 | 47.89% |
| | FUND: FRESH FRUIT & VEGETABLES - 256 | \$73,125.01 | \$4,470.99 | \$33,908.49 | \$39,216.52 | \$8,636.36 | \$30,580.16 | 41.82% |
| 260.000.000.0000.300.0000 | PERSONNEL | \$12,789.02 | \$455.11 | \$2,024.20 | \$10,764.82 | \$1,825.59 | \$8,939.23 | 69.90% |
| 260.000.000.0000.400.0000 | NON-PERSONNEL | \$5,115.98 | \$0.00 | \$67.66 | \$5,048.32 | \$0.00 | \$5,048.32 | 98.68% |
| | FUND: PRE-SCHOOL DISABLED - 260 | \$17,905.00 | \$455.11 | \$2,091.86 | \$15,813.14 | \$1,825.59 | \$13,987.55 | 78.12% |
| 261.000.000.0000.300.0000 | PERSONNEL | \$514,143.44 | \$66,622.10 | \$384,158.20 | \$129,985.24 | \$216,338.06 | (\$86,352.82) | -16.80% |
| 261.000.000.0000.400.0000 | NON-PERSONNEL | \$137,980.56 | \$3,689.70 | \$47,511.58 | \$90,468.98 | \$3,995.00 | \$86,473.98 | 62.67% |
| | FUND: TITLE VI-B GRANT - 261 | \$652,124.00 | \$70,311.80 | \$431,669.78 | \$220,454.22 | \$220,333.06 | \$121.16 | 0.02% |
| 262.000.000.0000.300.0000 | PERSONNEL | \$16,573.26 | \$0.00 | \$16,573.26 | \$0.00 | \$0.00 | \$0.00 | 0.00% |
| 262.000.000.0000.400.0000 | NON-PERSONNEL | \$7,684.18 | \$0.00 | \$7,684.18 | \$0.00 | \$0.00 | \$0.00 | 0.00% |
| | FUND: AKLITERACY (READ) - 262 | \$24,257.44 | \$0.00 | \$24,257.44 | \$0.00 | \$0.00 | \$0.00 | 0.00% |
| 264.000.000.0000.300.0000 | PERSONNEL | \$12,272.02 | \$0.00 | \$0.00 | \$12,272.02 | \$0.00 | \$12,272.02 | 100.00% |
| 264.000.000.0000.400.0000 | NON-PERSONNEL | \$54,478.60 | \$5,401.63 | \$11,881.30 | \$42,597.30 | \$1,357.76 | \$41,239.54 | 75.70% |
| | FUND: CARL PERKINS - 264 | \$66,750.62 | \$5,401.63 | \$11,881.30 | \$54,869.32 | \$1,357.76 | \$53,511.56 | 80.17% |
| 267.000.000.0000.400.0000 | NON-PERSONNEL | \$18,100.00 | \$3,506.41 | \$6,776.41 | \$11,323.59 | \$0.00 | \$11,323.59 | 62.56% |
| | FUND: MIGRANT ED. BOOK PROGRAM - 267 | \$18,100.00 | \$3,506.41 | \$6,776.41 | \$11,323.59 | \$0.00 | \$11,323.59 | 62.56% |
| 268.000.000.0000.300.0000 | PERSONNEL | \$175,750.00 | \$7,746.05 | \$65,441.90 | \$110,308.10 | \$44,144.50 | \$66,163.60 | 37.65% |
| 268.000.000.0000.400.0000 | NON-PERSONNEL | \$231,254.61 | \$14,000.00 | \$17,250.56 | \$214,004.05 | \$81,300.00 | \$132,704.05 | 57.38% |
| | FUND: STRONGER CONNECTIONS - 268 | \$407,004.61 | \$21,746.05 | \$82,692.46 | \$324,312.15 | \$125,444.50 | \$198,867.65 | 48.86% |
| 269.000.000.0000.300.0000 | PERSONNEL | \$2,925.00 | \$0.00 | \$0.00 | \$2,925.00 | \$0.00 | \$2,925.00 | 100.00% |

KODIAK ISLAND BOROUGH SCHOOL DISTRICT

BOARD REPORTS - GRANT EXPENDITURES

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| Account Number | Description | GL Budget | Range To Date | YTD | Balance | Encumbrance | Budget Balance | % Bud |
|---------------------------|---------------------------------------|--------------|---------------|--------------|--------------|--------------|----------------|---------|
| 269.000.000.0000.400.0000 | NON-PERSONNEL | \$17,075.00 | \$227.34 | \$3,285.75 | \$13,789.25 | \$0.00 | \$13,789.25 | 80.76% |
| | FUND: TITLE I, SCHOOL IMPRVMT - 269 | \$20,000.00 | \$227.34 | \$3,285.75 | \$16,714.25 | \$0.00 | \$16,714.25 | 83.57% |
| 270.000.000.0000.400.0000 | NON-PERSONNEL | \$4,500.00 | \$0.00 | \$0.00 | \$4,500.00 | \$0.00 | \$4,500.00 | 100.00% |
| | FUND: AKPBIS - 270 | \$4,500.00 | \$0.00 | \$0.00 | \$4,500.00 | \$0.00 | \$4,500.00 | 100.00% |
| 272.000.000.0000.300.0000 | PERSONNEL | \$246,176.00 | \$19,489.59 | \$60,479.93 | \$185,696.07 | \$109,892.78 | \$75,803.29 | 30.79% |
| 272.000.000.0000.400.0000 | NON-PERSONNEL | \$103,824.00 | \$0.00 | \$16,413.00 | \$87,411.00 | \$1,880.00 | \$85,531.00 | 82.38% |
| | FUND: CLSD 2024 COHORT - 272 | \$350,000.00 | \$19,489.59 | \$76,892.93 | \$273,107.07 | \$111,772.78 | \$161,334.29 | 46.10% |
| 279.000.000.0000.300.0000 | PERSONNEL | \$291,687.28 | \$21,116.85 | \$157,501.93 | \$134,185.35 | \$129,912.95 | \$4,272.40 | 1.46% |
| 279.000.000.0000.400.0000 | NON-PERSONNEL | \$30,968.38 | \$771.90 | \$8,935.79 | \$22,032.59 | \$6,200.31 | \$15,832.28 | 51.12% |
| | FUND: ESSA ADMIN POOL - 279 | \$322,655.66 | \$21,888.75 | \$166,437.72 | \$156,217.94 | \$136,113.26 | \$20,104.68 | 6.23% |
| 280.000.000.0000.300.0000 | PERSONNEL | \$239,438.00 | \$18,931.53 | \$105,301.95 | \$134,136.05 | \$113,588.82 | \$20,547.23 | 8.58% |
| 280.000.000.0000.400.0000 | NON-PERSONNEL | \$113,300.37 | \$159.00 | \$14,636.65 | \$98,663.72 | \$0.00 | \$98,663.72 | 87.08% |
| | FUND: TITLE I-A, BASIC - 280 | \$352,738.37 | \$19,090.53 | \$119,938.60 | \$232,799.77 | \$113,588.82 | \$119,210.95 | 33.80% |
| 283.000.000.0000.300.0000 | PERSONNEL | \$444,522.10 | \$16,373.87 | \$76,419.02 | \$368,103.08 | \$158,754.09 | \$209,348.99 | 47.10% |
| 283.000.000.0000.400.0000 | NON-PERSONNEL | \$360,999.19 | \$2,775.00 | \$42,189.25 | \$318,809.94 | \$6,809.91 | \$312,000.03 | 86.43% |
| | FUND: TITLE I-C, MIGRANT ED - 283 | \$805,521.29 | \$19,148.87 | \$118,608.27 | \$686,913.02 | \$165,564.00 | \$521,349.02 | 64.72% |
| 284.000.000.0000.300.0000 | PERSONNEL | \$55,744.00 | \$1,381.18 | \$5,179.38 | \$50,564.62 | \$5,515.97 | \$45,048.65 | 80.81% |
| 284.000.000.0000.400.0000 | NON-PERSONNEL | \$73,517.91 | \$2,072.00 | \$24,025.71 | \$49,492.20 | \$7,423.00 | \$42,069.20 | 57.22% |
| | FUND: TITLE II-A, TCHR TRAINING - 284 | \$129,261.91 | \$3,453.18 | \$29,205.09 | \$100,056.82 | \$12,938.97 | \$87,117.85 | 67.40% |
| 286.000.000.0000.300.0000 | PERSONNEL | \$18,350.00 | \$1,955.71 | \$1,955.71 | \$16,394.29 | \$1,955.71 | \$14,438.58 | 78.68% |
| 286.000.000.0000.400.0000 | NON-PERSONNEL | \$22,382.64 | \$128.14 | \$6,430.76 | \$15,951.88 | \$1,524.13 | \$14,427.75 | 64.46% |
| | FUND: TITLE III-A, E.L.A. - 286 | \$40,732.64 | \$2,083.85 | \$8,386.47 | \$32,346.17 | \$3,479.84 | \$28,866.33 | 70.87% |
| 287.000.000.0000.300.0000 | PERSONNEL | \$13,548.46 | \$0.00 | \$0.00 | \$13,548.46 | \$0.00 | \$13,548.46 | 100.00% |
| 287.000.000.0000.400.0000 | NON-PERSONNEL | \$62,185.71 | \$0.00 | \$17,413.58 | \$44,772.13 | \$0.00 | \$44,772.13 | 72.00% |
| | FUND: TITLE IV-A, SAFE/DRUGFREE - 287 | \$75,734.17 | \$0.00 | \$17,413.58 | \$58,320.59 | \$0.00 | \$58,320.59 | 77.01% |
| 295.000.000.0000.300.0000 | PERSONNEL | \$4,700.00 | \$0.00 | \$0.00 | \$4,700.00 | \$0.00 | \$4,700.00 | 100.00% |
| 295.000.000.0000.400.0000 | NON-PERSONNEL | \$7,627.29 | \$1,117.20 | \$2,473.80 | \$5,153.49 | \$0.00 | \$5,153.49 | 67.57% |
| 295.000.000.0000.500.0000 | EQUIPMENT & BUILDING IMPROVEME | \$5,000.00 | \$0.00 | \$0.00 | \$5,000.00 | \$0.00 | \$5,000.00 | 100.00% |
| | FUND: HUNTER EDUCATION - 295 | \$17,327.29 | \$1,117.20 | \$2,473.80 | \$14,853.49 | \$0.00 | \$14,853.49 | 85.72% |
| 298.000.000.0000.400.0000 | NON-PERSONNEL | \$15,000.00 | \$0.00 | \$3,580.80 | \$11,419.20 | \$110.00 | \$11,309.20 | 75.39% |
| | FUND: MENTOR ASSISTANCE - 298 | \$15,000.00 | \$0.00 | \$3,580.80 | \$11,419.20 | \$110.00 | \$11,309.20 | 75.39% |
| 350.000.000.0000.300.0000 | PERSONNEL | \$126,706.87 | \$11,997.55 | \$38,073.24 | \$88,633.63 | \$64,665.85 | \$23,967.78 | 18.92% |
| 350.000.000.0000.400.0000 | NON-PERSONNEL | \$44,063.13 | \$2,803.67 | \$11,551.91 | \$32,511.22 | \$6,350.00 | \$26,161.22 | 59.37% |
| | FUND: INDIAN EDUCATION (IEA) - 350 | \$170,770.00 | \$14,801.22 | \$49,625.15 | \$121,144.85 | \$71,015.85 | \$50,129.00 | 29.35% |
| 355.000.000.0000.400.0000 | NON-PERSONNEL | \$2,400.00 | \$0.00 | \$0.00 | \$2,400.00 | \$0.00 | \$2,400.00 | 100.00% |
| | FUND: NEA FOUNDATION GRANT - 355 | \$2,400.00 | \$0.00 | \$0.00 | \$2,400.00 | \$0.00 | \$2,400.00 | 100.00% |
| 373.000.000.0000.400.0000 | NON-PERSONNEL | \$5,500.00 | \$3,985.77 | \$4,551.62 | \$948.38 | \$0.00 | \$948.38 | 17.24% |
| | FUND: BEST BEGINNINGS - 373 | \$5,500.00 | \$3,985.77 | \$4,551.62 | \$948.38 | \$0.00 | \$948.38 | 17.24% |

KODIAK ISLAND BOROUGH SCHOOL DISTRICT

BOARD REPORTS - GRANT EXPENDITURES

From Date: 2/1/2026

To Date: 2/28/2026

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

Include All Encumbrances

| Account Number | Description | GL Budget | Range To Date | YTD | Balance | Encumbrance | Budget Balance | % Bud |
|---------------------------|------------------------------------|----------------|---------------|----------------|----------------|----------------|----------------|---------|
| 375.000.000.0000.400.0000 | NON-PERSONNEL | \$3,159.90 | \$0.00 | \$0.00 | \$3,159.90 | \$0.00 | \$3,159.90 | 100.00% |
| | FUND: GARDEN CLUB GRANT-MAIN - 375 | \$3,159.90 | \$0.00 | \$0.00 | \$3,159.90 | \$0.00 | \$3,159.90 | 100.00% |
| Grand Total: | | \$8,563,312.61 | \$687,289.95 | \$3,848,838.79 | \$4,714,473.82 | \$2,713,229.29 | \$2,001,244.53 | 23.37% |

End of Report



Board Agenda Item

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

Board Mtg. Date
03/02/26 WS
03/23/26 RM
04/20/26 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 4119.25 *Political Activities of Employees*
- BP 5030 *School Discipline and Safety*
- BP 5121 *Grades/Evaluation of School Achievement*
- BP 5123 *Promotion/Acceleration/Retention*
- BP 5124 *Communication with Parents/Guardians*
- BP 5124.1 *Family Engagement*
- BP 5127 *Graduation Ceremonies and Activities*
- BP 5128 *Alaska Performance Scholarship Program*
- BP 5131 *Conduct*
- BP 5131.1 *Bus Conduct*
- BP 5131.6 *Alcohol and Other Drugs*
- BP 5131.9 *Academic Honesty*
- BP 5137 *Positive School Climate*
- BP 5142.3 *Restraint and Seclusion*
- BP 5147 *Dropout Prevention*
- BP 6147 *Alaska Reads Act Intervention Programs*
- BP 6148 *Early Education Programs*

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 4119.25 *Political Activities of Employees*
BP 5030 *School Discipline and Safety*
BP 5121 *Grades/Evaluation of School Achievement*
BP 5123 *Promotion/Acceleration/Retention*
BP 5124 *Communication with Parents/Guardians*
BP 5124.1 *Family Engagement*
BP 5127 *Graduation Ceremonies and Activities*
BP 5128 *Alaska Performance Scholarship Program*
BP 5131 *Conduct*
BP 5131.1 *Bus Conduct*
BP 5131.6 *Alcohol and Other Drugs*
BP 5131.9 *Academic Honesty*
BP 5137 *Positive School Climate*
BP 5142.3 *Restraint and Seclusion*
BP 5147 *Dropout Prevention*
BP 6147 *Alaska Reads Act Intervention Programs*
BP 6148 *Early Education Programs*

Recommendation: Administration recommends the Board:

1. March 2 - Review the policies and direct staff concerning potential revisions at the work session.
2. March 23 - Hold the first reading at the regular meeting.
3. April 20 - Hold a public hearing and adopt in second reading at the April regular meeting.

Motion:

Move to revise Board Policies BP 4119.25, BP 5030, BP 5121, BP 5123, BP 5124, BP 5124.1, BP 5127, BP 5128, BP 5131, BP 5131.1, BP 5131.6, BP 5131.9, BP 5137, BP 5142.3, BP 5147, BP 6147, and BP 6148 in first reading, as presented, and forward the policies to the April 20, 2026, Regular Meeting for a second reading and public hearing.

POLITICAL ACTIVITIES OF EMPLOYEES

Key

Black text – current policy with no suggested changes

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Purple [brackets] – addition to policy drafted by KIBSD legal counsel*

The School Board believes that district employees have an obligation to prevent the improper use of school district time, resources or facilities for political campaign purposes. The Superintendent or designee shall regulate political activities on school district property. All employees are prohibited from engaging in activities designed or intended to promote, further, or assert a position on political campaigns or collective bargaining issues, in the presence of students during performance of the employee's duties. This does not preclude a balanced discussion of political campaigns consistent with school district curriculum. This shall include, but not limited to, items such as: school district or school letterhead, official school district titles, school district email addresses, or any items which could be misconstrued as official school district communication.

The School Board respects the right of school district employees to engage in political activities on their own time. When engaging in political activities, employees shall make it clear that they are acting as individuals and not as representatives of the School District.

[The School Board further believes that to meet its responsibilities to the residents and students of the community, the Superintendent or designee shall remain informed about pending legislation and actively communicate District concerns to elected representatives at the state, local, and federal level. In advocating for the passage of laws which advance the cause of student learning and achievement, school funding, and efficient and effective school operations, the Superintendent shall also recommend at times that the School Board consider and take positions on legislative issues at its regular meetings. The Superintendent is further instructed to provide the public with nonpartisan information about ballot propositions or ballot questions impacting the school community.]

Violations of this policy may result in disciplinary action.

(cf. 4119.21 - Code of Ethics)

Legal References:

ALASKA STATUTES

[14.03.090](#) Partisan, sectarian, or denominational doctrines prohibited

[14.20.095](#) Right to comment and criticize not to be restricted

[14.20.370-510](#) Professional Teaching Practices Act

[\[15.13.145\(b\) Money of the state and its political subdivisions\]](#)

KODIAK ISLAND BOROUGH SCHOOL DISTRICT
Personnel
POLITICAL ACTIVITIES OF EMPLOYEES

BP 4119.25
Page 2 of 2

ALASKA ADMINISTRATIVE CODE
[20 AAC 10.010 - 20 AAC 10.900](#) Professional teaching practices commission

Adopted: 9/24/12
Revised:
Reviewed:

DRAFT

**As amended at March 2, 2026 Work Session*

SCHOOL DISCIPLINE AND SAFETY

Key

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

Purple – deletion at recommendation of attorney following the work session

The School Board believes that all students have the right to a public education in a safe and positive environment that fosters the maximum opportunity for learning. An effective school discipline and safety program is necessary to ensure a [safe and conducive] learning environment ~~free of disruptions~~. The School Board shall adopt, and the Superintendent or designee shall implement and maintain, an effective school discipline and safety program. The discipline and safety program should reflect community standards of school behavior and safety that are developed with the collaboration of ~~students, parents, guardians,~~ teachers, [staff, and] school administrators, ~~and advisory school boards in each community.~~

(cf. 1230 – Citizen Advisory Committees)

(cf. 1410 - Interagency Cooperation for Student and Staff Safety)

(cf. 4158 –Employee Security)

(cf. 5131 – Conduct)

(cf. 5131.1 – Bus Conduct)

(cf. 5131.4 – Campus Disturbances)

(cf. 5131.41 – Violent and Aggressive Conduct)

(cf. 5131.42 – Threats of Violence)

(cf. 5131.43 – Harassment, Intimidation and Bullying)

(cf. 5131.5 – Vandalism, Threats, and Graffiti)

(cf. 5131.6 – Alcohol and Other Drugs)

(cf. 5131.62 – Tobacco)

(cf. 5131.63 – Performance Enhancing Drugs)

(cf. 5131.7 – Weapons & Dangerous Instruments)

(cf. 5131.9 – Academic Honesty)

(cf. 5132 – Dress and Grooming)

(cf. 5136 – Gangs)

(cf. 5137 – Positive School Climate)

(cf. 5141.51- At-Risk Youth)

(cf. 5142.2 – School Safety Patrol)

(cf. 5142.3 – Restraint and Seclusion)

(cf. 5144 – Discipline)

(cf. 5144.1 – Suspension and Expulsion)

(cf. 5144.2 – Suspension and Expulsion/Due Process (Individuals with Exceptional Needs))

(cf. 5145.11 – Questioning and Apprehension)

(cf. 5145.12 – Search and Seizure)

(cf. 5145.5 – Nondiscrimination)

(cf. 5145.5 – Harassment)

(cf. 5145.7 – Sexual Harassment)

(cf. 5147 – Dropout prevention)

(cf. 6159- Individualized Education Program)

(cf. 6164.2 – Guidance and Counseling Services)

(cf. 6164.4 – Child Find)

SCHOOL DISCIPLINE AND SAFETY

(cf. 6164.5 – Student Study Teams)

(cf. 6172 – Special Education)

[Providing young people with knowledge and skills to settle disputes peacefully is a critical component of an effective disciplinary and safety program. Students who possess skills in negotiation, mediation, and consensus decision making are able to explore peaceful solutions to conflict and to resolve these conflicts in a nonviolent manner. The district will work to build students self-regulation skills, incorporating preventative and restorative practices to minimize the need for discipline and maximize instructional time for every student. ~~The district will also establish these practices and seek to address or reduce disproportionate treatment or use of punitive school discipline based on racial or economic disparities.~~

The Superintendent or designee shall implement and maintain a conflict resolution strategy for district students. The strategy will provide conflict resolution education and resources to students to learn skills in the nonviolent resolution and mediation of conflicts.]

The District recognizes that a key component of its school disciplinary and safety program involves appropriate staff response when student behavior impacts on the safety of that student or others. The District prohibits the use of physical restraint and seclusion except in emergency situations as outlined in law and policy. [The Superintendent or designee shall provide professional development or supports as necessary to assist staff to offer consistent classroom management skills, model skills for students, and implement effective relationship building and disciplinary techniques, eliminating unconscious bias. This includes establishing collaborative relationships with parents/guardians.]

(cf. 5142.3 – Restraint and Seclusion)

[Not less than once every three years, the district’s discipline and safety program shall be reviewed and revised if appropriate. The review process shall make available the opportunity for collaborative input by students, parents, guardians, staff, and advisory school boards in each community. Policies reflecting standards of student behavior, including those identifying prohibited student conduct and penalties, should be reviewed to determine consistency with community standards, including the basic requirements for respect and honesty.]

(cf. 9310 – Policy Manual)

(cf. 9311 – School Board Policies)

(cf. 9313 – Administrative Regulations)

The district will submit annual reports to the Department of Education and Early Development, as required by law. These reports will permit assessment of the district’s School Discipline and Safety program.

[The School Board will receive an annual report on discipline and conduct from Superintendent or designee.]

SCHOOL DISCIPLINE AND SAFETY

The School Board desires to give all administrators, teachers, and other employees the authority, [knowledge and skills] they need to [effectively] implement ~~and enforce~~ the discipline and safety program [of the District]. Personnel should adhere to lines of primary responsibility [and district adopted protocols] so that appropriate decision-making may take place at various levels in accordance with School Board policy and administrative regulations. In fulfilling duties and responsibilities in student discipline and safety, all employees shall comply with School Board policies, administrative regulations, and local, state, and federal laws. ~~Employees will not be formally disciplined for enforcement of student discipline and safety rules so long as the enforcement is reasonable, lawful, and in compliance with School Board policies and administrative regulations.~~

(cf. 2110 – Organization Chart/Lines of Responsibility)

(cf. 4158 – Employee Security)

(cf. 5144 – Discipline)

(cf. 4119.21 -- Code of Ethics)

(cf. 4119.3 – Duties of Personnel)

[The School Board further desires to give all students the opportunity to learn in an environment in which they feel safe. Should any school be identified as persistently dangerous under state law, students attending that school will be provided the opportunity to transfer to the parent's choice of one of two or more safe schools within the district. Informed parental choice will be facilitated by timely notice of the meaning of the persistently dangerous designation and the intervention steps the district plans to utilize to make the school safe. Additionally, any student who is the victim of a violent criminal offense that occurred on the grounds of the student's school will be provided the opportunity to transfer, consistent with state law.]

Legal Reference:

UNITED STATES CODE

20 U.S.C. §§ 1400, et seq. Individuals with Disabilities Education Act

~~Every Student Succeeds Act, PL 114-95 (2015)~~

ALASKA STATUTES

11.81.430 Justification, use of force, special relationships

11.81.900 Definitions

14.03.078 Report

14.03.160 Suspension or expulsion of students for possessing weapons

14.30.045 Grounds for suspension or denial of admission

14.30.180-.350 Education for Exceptional Children

14.33.120-.140 School disciplinary and safety program

14.33.210 Reporting of incidents of harassment, intimidation or bullying

ALASKA ADMINISTRATIVE CODE

4 AAC 06.060 Suspension or denial of admission

4 AAC 06.172 Reporting of school disciplinary and safety programs

~~4 AAC 06.175 Reporting restraint and seclusion incidents.~~

4 AAC 06.200-.270 Safe schools

4 AAC 06.250 Reporting

4 AAC 07.010-4 AAC 07.900 Student rights and responsibilities

4 AAC 52.010-.990 Education for exceptional children

KODIAK ISLAND BOROUGH SCHOOL DISTRICT
Students
SCHOOL DISCIPLINE AND SAFETY

BP 5030
Page 4 of 4

20 AAC 10.020 Code of ethics and teaching standards

Adopted: 2/22/10
Revised: 5/21/12, 10/19/15
Reviewed:

DRAFT

Key

Black text – current policy with no suggested changes

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Purple – changes made at March 2, 2026 Work Session

[The School Board believes that students and parents/guardians have the right to receive course grades that represent an accurate evaluation of the student's achievement. Teachers shall evaluate a student's work in relation to standards which apply to all students at his/her grade level, not in relation to the work of other students in one particular class.

Grades should be based on impartial, consistent observation of the quality of the student's work and his/her mastery of course content and objectives as demonstrated through classroom participation, homework and tests. The student's behavior and effort shall be reported in separate evaluations, not in his/her academic grade.

(cf. 5113 - Absences and Excuses)

(cf. 5123 - Promotion/Acceleration/Retention)

(cf. 5124 - Communication with Parents/Guardians)

(cf. 5125.3 - Challenging Student Records)

(cf. 6154 - Homework/Make-up Work)

In order to ~~promote self-esteem and experiences of~~ [better evaluate student achievement and promote student] success, students in kindergarten through third grade shall receive narrative performance or skill-based evaluations rather than letter grades.

The Superintendent or designee shall establish and regularly evaluate a uniform grading system. Principals shall ensure that student grades conform to this system.

Unexcused Absences

If a student misses class without an excuse and does not subsequently turn in homework, take a test or fulfill another class requirement which his/her missed, the teacher may lower the student's grade for nonperformance. Teachers shall inform students about the class grading system at the beginning of the semester.]

Adopted: *New Policy*

Revised:

Reviewed:

Key

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Purple – changes made at March 2, 2026 Work Session

[The School Board desires to see students progress with their peers through the school district's grade levels. To accomplish this, instruction should accommodate the varying interests and growth patterns of individual children and include strategies for providing extra attention or assistance when needed.

Promotion

Students shall progress through the school district's grade levels by demonstrating growth in learning the required basic skills.

Progress toward high school graduation shall be based on the student's ability to pass the subjects and electives necessary to earn the required number of credits.

(cf. 6146.1 - High School Graduation Requirements)

(cf. 6146.5 - Differential Requirements for Individuals with Exceptional Needs)

Acceleration

Acceleration is possible when high academic achievement is evident. However, the student's social and emotional growth shall be taken into consideration before placing him/her in a higher grade.

Retention

~~The School Board recognizes that research indicates that very few children benefit from being retained during the elementary and middle grades.~~ The Superintendent or designee shall promote alternatives to retention among certificated staff.

When a teacher believes that retention is necessary to meet a student's needs, he/she shall ask the principal to establish a student study team to consider the child's academic, social and emotional performance. The student's parent/guardian shall be invited to participate on the student study team.

Under the Alaska Reads Act, a student retained due to a reading deficiency must be provided the process set forth in BP 6147 and AS 14.30.765(d) – (m).

(cf. 6164.5 - Student Study Teams)

KODIAK ISLAND BOROUGH SCHOOL DISTRICT
Students
PROMOTION/ACCELERATION/RETENTION

BP 5123
Page 2 of 2

(cf. 5121 - Grades/Evaluation of Student Achievement)
(cf. 6141 - Curriculum Development and Evaluation)
(cf. 6147 – Alaska Reads Act Intervention Programs)

Legal Reference:

ALASKA STATUTES

AS 14.30.760 Statewide screening and support

AS 14.30.765 Reading intervention services and strategies; progression

ALASKA ADMINISTRATIVE CODE

4 AAC 06.400 Statewide literacy screening and support

4 AAC 06.405 Reading intervention services and strategies

4 AAC 06.410 Individual reading improvement plan

4 AAC 06.415 Student Progression

4 AAC 06.490 Definitions]

Adopted: *New Policy*

Revised:

Reviewed:

DRAFT

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Because parental involvement contributes greatly to student achievement and conduct[, and school-family partnerships result in improved outcomes for students,] the School Board encourages ~~frequent communication between parents/guardians and teachers by means of~~ [two-way communication channels between school and home that are frequent, effective, and reliable. Communication methods may be tailored to family and school staff needs and may include classroom visits,] parent-teacher conferences, class newsletters, mail, telephone, other electronic media, [home visits,] and school visits by parents/guardians. [School staff are encouraged to learn about supportive family structures, and, if appropriate, to seek parent/guardian approval for additional family members or caregivers to be included in communications throughout the year.

School staff are encouraged to participate in community and cultural activities in order to better understand and relate to the community in which they teach.

Schools are encouraged to offer training on effective and positive family/school communication.

School staff should regularly assess the effectiveness of communication and adjust communication strategies to best meet the needs of students and their families.]

(cf. 1250 - Visits to the School)

(cf. 6020 - Parent Involvement)

[School staff are encouraged to communicate with families to celebrate and note the progress of each student]]. As part of this communication, teachers shall send progress reports and other data relating to [student welfare, academic and social success, and results of] standardized testing ~~results to parents/guardians~~ [Communication should occur] at regular intervals [to establish a cohesive support structure for students, families and school staff.

The School Board and staff] ~~and~~ shall encourage parents/guardians to communicate any concerns to [school staff and] their teacher.

(cf. 5113 - Absences and Excuses)

(cf. 5121 - Grades/Evaluation of Student Achievement)

(cf. 5145.6 - Notifications Required by Law)

(cf. 6146.1 - High School Graduation Requirements/Standards of Proficiency)

(cf. 6146.5 - Elementary School Promotion/Standards of Proficiency)

(cf. 6162.5 - Research/Standardized Testing)

KODIAK ISLAND BOROUGH SCHOOL DISTRICT
Students
COMMUNICATION WITH PARENTS/GUARDIANS

BP 5124
Page 2 of 2

Adopted: 2/22/10
Revised:
Reviewed:

DRAFT

Key

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Purple – changes made at March 2, 2026 Work Session

[The Board recognizes families provide early and ongoing education to their children, and a strong collaboration between families and schools will ensure students continue to receive the supports they need to thrive and be prepared in school and beyond. The board also believes that partnerships with parents, guardians, and families are an important part of the educational program. ~~Current research indicates~~ [The District believes that] a home to school partnership and greater involvement on the part of parents and families in the education of their children generally result in higher achievement scores, improved student behavior and reduced absenteeism. All parents, guardians, family members and foster caregivers have clear and active roles to contribute to the education of their children or foster children. All students can be successful when schools and families partner in children's education.

The District is committed to promoting family engagement as an integral part of the educational experience. Through family engagement we will:

1. Establish a welcoming and inclusive environment that actively encourages family involvement in their child's education.
2. Foster effective communication and collaboration between families, schools, and the community to support student success.
3. Provide resources, training, and opportunities for families to enhance their capacity to support their child's learning and well-being.
4. Provide resources, training, and opportunities for school staff to enhance their capacity to engage in meaningful partnerships with families.
5. Recognize and respect the diverse cultures, backgrounds, and perspectives of all families in our district.

By implementing this Family Engagement Policy, the District aims to strengthen the partnership between parents, guardians, families, schools, and the community, ultimately enhancing student achievement and fostering a supportive educational environment.

In addition, building administrators/designees of schools receiving Title I funds will jointly develop with and distribute to parents of children participating in Title I programs a written parent and family involvement policy and guidelines that increases family interest in partnership and involvement. The requirements of the policy and guidelines are consistent with Federal and State law.

(cf. 6171 – Title I Programs)]

Adopted: *New Policy*

Revised:

Reviewed:

DRAFT

Key

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High school graduation ceremonies shall be held to recognize those students who have successfully completed the District graduation requirements and earned the right to receive a diploma or a certificate of completion. Students earning a certificate of attendance may also participate in graduation ceremonies.

(cf. 6146.1 - High School Graduation Requirements)

(cf. 6146.5 - Differential Requirements For Individuals With Exceptional Needs)

At the discretion of the Superintendent or designee, a student who is no more than 2 credits short of fulfilling district credit requirements may participate in graduation exercises without receiving his/her diploma. When the required credits have been earned, a diploma shall be sent to the student by mail.

In accordance with school-site rules, the principal may deny a student the privilege of participating in graduation or promotion activities because of misconduct.

(cf. 5144 - Discipline)

School-sponsored invocations and/or benedictions shall not be included in graduation ceremonies.

Legal Reference:

ALASKA STATUTES

14.03.075 College and career readiness assessment[; retroactive issuance of diploma]

14.03.090 Sectarian or denominational doctrines prohibited

UNITED STATES CODE

Elementary and Secondary Education Act, 20 U.S.C. § 9524, as amended by the ~~No Child Left Behind Act of 2001, P.L. 107-110~~ [Every Student Succeeds Act. P.L. 114-95]

Santa Fe Indep. Sch. Dist. v. Doe, 530 U.S. 290 (2000)

Lee v. Weisman, 505 U.S. 577 (1992)

Adopted: 2/22/10

Revised: 8/17/15, 6/20/16

Reviewed:

Key

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The Board supports and encourages all students to obtain higher education through enrollment in college or career and technical programs upon graduation. The Board believes that institutions within the State of Alaska provide strong and varied opportunities to meet the needs and interests of graduating students and further believes that state school attendance helps support a skilled, local workforce. The district supports student participation in the Alaska Performance Scholarship Program so that students may have maximum opportunity to obtain higher education within the State of Alaska.

Students and parents/guardians will be notified at least annually of the opportunities available through the Alaska Performance Scholarship Program. This notice should include information about scholarship eligibility levels; coursework, testing, and grade point average (“GPA”) requirements; residency requirements; and the participating colleges and career and technical programs.

The Superintendent or designee shall determine scholarship eligibility for graduating students and will record the appropriate eligibility level on each student’s permanent academic record. Students will be provided an opportunity to challenge an error in the eligibility determination. The academic record of graduating students will be transmitted to the Alaska Department of Education and Early Development to facilitate the award of scholarships.

(cf. 5125.2 – Challenging Student Records)

~~The Board approves the sponsorship of district graduates who have been granted a grace period by the Commissioner to meet curriculum requirements for the Alaska Performance Scholarship Program. Sponsored students will be permitted to enroll for the purpose of obtaining missing curriculum requirements, so long as the sponsored student is under the age of twenty (20) at the time of enrollment.~~[The Alaska Department of Education and Early Development may extend a student’s scholarship eligibility period beyond six years after the date of the student’s graduation from high school.]

Legal Reference:

ALASKA STATUTES

14.03.113 District determination of scholarship eligibility

14.43.810-.849 Alaska Performance Scholarship Program

KODIAK ISLAND BOROUGH SCHOOL DISTRICT
Students
ALASKA PERFORMANCE SCHOLARSHIP PROGRAM

BP 5128
Page 2 of 2

ALASKA ADMINISTRATIVE CODE
4 AAC 43.010-.900 Alaska Performance Scholarship Program

Adopted: 7/25/11
Revised: 9/24/12, 9/23/13
Reviewed:

DRAFT

Key

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[The School Board believes that student academic success depends upon students being physically present at school. Accordingly, the Board desires to reduce the time students spend away from the classroom and school learning environment due to misconduct. In order to facilitate this goal and increase outcomes for students:

The district shall use trauma-informed and supportive approaches to student behavior that create clear expectations with staff, students and families.

The district will pro-actively provide structures to cooperatively and independently manage behavior, and to build skills for self-management throughout the school day.

The district will work to build students' self-regulation skills, incorporating preventative and restorative practices to minimize the need for discipline and maximize instructional time for every student.

The district will incorporate school wide management and classroom practices that build student skills, strengthen relationships, and keep students in the classroom.

In-school and out-of-school suspension should not be imposed unless other means of correction have failed to bring about proper conduct, or in circumstances where the student's presence poses a danger to persons or property or substantial disruption to the educational environment.

The Superintendent or designee shall provide professional development or supports as necessary to assist staff to offer consistent classroom management skills, to model skills for students, to establish collaborative relationships with parents/guardians, and to implement effective relationship building and disciplinary techniques, all while eliminating unconscious bias.

Clear standards for student conduct, classroom expectations, and resolving conflict will be established to ensure that the environment within each district school and classroom supports student learning.

The District shall distribute and instruct students regarding these policies, and review these policies every three years. At a minimum, the policies must address routine discipline case procedure and chronic or serious discipline case procedure.]

The School Board believes that all students have the right to a public education in a positive environment free from disruptions which interfere with teaching and learning activities. In order to promote an atmosphere conducive to learning, it is imperative that the School Board, parents/guardians, students, teachers and the administration be cognizant of their responsibilities related to student conduct.

School Board

The School Board is responsible for prescribing rules for the government and discipline of the schools under its jurisdiction. Consequences for misconduct will be fair and developmentally appropriate in light of the circumstances. The School Board holds the certificated personnel responsible for the proper conduct and control of students under their charge within the behavioral guidelines established by the School Board in conjunction with the administration. ~~The School Board shall provide all reasonable support to certificated personnel with respect to student conduct and discipline.~~

[The School Board will receive an annual report on discipline and conduct from the Superintendent or designee.]

Superintendent

The Superintendent or designee shall establish the necessary procedures to implement and enforce the School Board's discipline policy. He/she shall notify the parents/guardians of all students of the availability of the district's policy and procedures related to conduct and discipline.

School Principal

The school principal shall initiate and enforce a set of school rules, in keeping with district policy and regulation, which facilitate effective learning and promote attitudes and habits of good citizenship.

The principal or designee shall provide instruction to students regarding their rights and responsibilities.

The principal shall support the classroom teacher in his/her efforts to promote improved and acceptable behavior in students.

Teachers

Appropriate classroom behavior allows teachers to communicate more effectively with students. Teachers shall conduct a well-planned effective classroom program and initiate and enforce a set of classroom regulations that facilitate effective learning.

Teachers shall cooperate with administrators and other classroom teachers in enforcing general school rules and appropriate campus behavior.

Parents/Guardians

Parents/guardians are expected to comply with the laws governing the conduct and education of their children. They shall also be expected to cooperate with school authorities regarding the behavior of their children. Parents/guardians may be held liable for misconduct of their children to the extent provided by law.

Students

Students shall be properly instructed in the rules and regulations pertaining to acceptable conduct as set by the School Board. All students shall comply with the regulations of the school district, comply with the course of study and submit to the authority of the teachers and administration of the schools.

Students should have the freedom and be encouraged to express their individuality in any way as long as their conduct does not infringe upon the freedom of other students or interfere with the instructional program.

(cf. 5145.2 - Freedom of Speech/Expression)

Students who violate the law or the rules and regulations of the school district may be subject to the transfer to alternative programs, discipline, suspension, or expulsion.

(cf. 5144 - Discipline)

(cf. 5144.1 - Suspension/Expulsion/Due Process)

Legal Reference:**ALASKA STATUTES**

14.33.110 - .140 Required school disciplinary and safety program

ALASKA ADMINISTRATIVE CODE

4 AAC 07.010 - 4 AAC 07.900 Student Rights and Responsibilities

UNITED STATES CODE

Every Student Succeeds Act , P.L. 114-95 (2015)

Goss v. Lopez, 419 U.S. 565 (1975)

Adopted: 2/22/10**Revised:****Reviewed:**

Key

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~~Bus transportation is a privilege extended only to students who display good conduct while preparing to ride, riding or leaving the bus. Continued disorderly conduct or persistent refusal to submit to the authority of the driver shall be sufficient reason for a student to be denied transportation.~~

[Positive, civil, and respectful behavior contributes to the safety and well-being of school bus passengers, drivers, and others. While preparing to ride, riding, or leaving the bus, students are required to observe school behavioral rules, bus safety regulations, and standards of conduct that provide for their safety and welfare, and the safety and welfare of others. Serious and/or repeated disciplinary problems on the bus may result in a student having their riding privileges suspended.]

The Superintendent or designee shall inform parents/guardians and students [of] regarding regulations related to bus conduct, bus driver authority, and the suspension of riding privileges.

(cf. 3540 et seq. - Transportation)

Adopted: 2/22/10

Revised:

Reviewed:

ALCOHOL AND OTHER DRUGS

Key

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(cf. E 4020 –Drug and Alcohol – Free Workplace Notice to Employees)

Because the use of alcohol and other drugs adversely affects a student's ability to achieve academic success, is physically and emotionally harmful, and has serious social and legal consequences, the School Board intends to keep district schools free of alcohol and prohibited drugs.

Alcohol, marijuana, and other controlled substances are prohibited for use or possession by students. The School Board desires that every effort be made to reduce the chances that our students will begin or continue the use of alcohol and other drugs. The Superintendent or designee shall develop a comprehensive prevention program that includes instruction, intervention, recovering student support, and enforcement/discipline. The Superintendent or designee shall clearly communicate to students, staff and parents/guardians all School Board policies, regulations, procedures and school rules related to this prevention program. Special efforts shall be made to ensure that these materials are understood by parents/guardians and students of limited literacy or limited English proficiency.

Specifically, the Board prohibits the actual or attempted sale, distribution, use, or possession by a student of alcohol, prohibited drugs or inhalants, drug paraphernalia, substances that are designed to look or act like prohibited drugs or alcohol, or substances purported to be prohibited drugs or alcohol. Prohibited drugs are defined as:

1. Drugs that are illegal if possessed by those under 21, under any local, state, or federal law; or any drug that can be legally obtained but which has been obtained through illegal means.
2. Alternatives to illegal drugs such as designer or synthetic drugs, whether or not prohibited by law, which are purported to, designed to, or which do impair, restrict, or alter normal cognitive function when absorbed, ingested, injected, or inhaled.
3. Prescription drugs that are not legally obtained or prescribed, are not being used for the prescribed purpose, are being used in excess of the prescribed amount, are being used by other than the person to whom prescribed, or are being sold, traded or distributed.

ALCOHOL AND OTHER DRUGS

Recognizing that keeping schools free of alcohol and other drugs is a concern common to the district and community, the School Board supports cooperation among schools, parents/guardians, law enforcement and other appropriate community organizations involved in preventing alcohol and drug abuse.

(cf. 1410 Interagency Cooperation for Student & Staff Safety)

To obtain the widest possible input and support for district policies and programs, the School Board shall appoint a districtwide school-community advisory committee to make recommendations related to the prevention of alcohol and other drug abuse. The committee should make its recommendations based on input from students, parents, teachers, school administrators, and community members. The School Board also encourages the use of site-level advisory groups in this area.

(cf. 1220 - Citizen Advisory Committees)

[Opioid Overdose Protection

In accordance with AS 14.30.145, the Superintendent shall ensure that:

- 1) A person trained to administer an opioid overdose drug is on site when the main school building of each school in the school district is open to students or staff, including periods when the school building is open before and after school hours and during weekend activities; and during each school-sponsored event conducted on school grounds.
- 2) The main school building of each school in the school district has at least two doses of an opioid overdose drug available on site; and
- 3) At least one dose of an opioid overdose drug is available during a school-sponsored event conducted on school grounds.

Per AS 14.30.145, a school district, school, or individual is not liable for civil damages for an injury to another individual resulting from a failure to possess or maintain an opioid overdose drug as required by the statute.]

Instruction

The district shall provide preventative instruction which helps students avoid the use of alcohol, marijuana, or other drugs and teaches students how to influence their peers to avoid and/or

discontinue the use of alcohol or drugs. Instruction shall be designed to answer students' questions related to alcohol and drugs.

ALCOHOL AND OTHER DRUGS

The instructional programs will help students obtain and use current and accurate information, develop and maintain a positive self-concept, take positive actions to cope with stress, and use appropriate social and personal skills to resist involvement with alcohol and drugs.

The curriculum will be K-12, comprehensive and sequential in nature and suited to meet the needs of students at their respective grade levels. All instruction and related materials shall stress the concept that alcohol and prohibited drugs can be dangerous and should never be used when such use is illegal.

The School Board encourages staff to display attitudes and behaviors which make them positive role models for students with regard to alcohol, marijuana and other drugs. Staff should help students see themselves as responsible partners in efforts to maintain a safe, constructive school climate.

The School Board recognizes that children exposed to alcohol or other drugs prior to birth may have disabilities requiring special attention and modifications in the regular education program. The Superintendent or designee shall provide appropriate staff training in the needs of such students as required by law.

(cf. 6142.2 - AIDS Instruction)

(cf. 6143 - Courses of Study)

(cf. 6159 - Individualized Education Program)

Intervention

The School Board recognizes that there are students on our campuses who use alcohol and other drugs and can benefit from intervention. The School Board supports intervention programs that include the involvement of students, parents/guardians and community agencies/organizations.

School personnel should be trained to identify symptoms which may indicate use of alcohol and other drugs. The Superintendent or designee shall identify responsibilities of staff in working with, intervening, and reporting students suspected of alcohol and other drug use.

Students and parents/guardians shall be informed about the signs of alcohol and other drug use and about appropriate agencies offering counseling.

Nonpunitive Self-Referral

The School Board strongly encourages any student who is using alcohol or drugs to discuss the matter with his/her parent/guardian or with any staff member. Students who self-disclose past use of alcohol or other drugs in order to seek help to quit using shall not be punished or disciplined for such past use. State and local extra-curricular activities eligibility rules may apply further conditions related to the admission of drug or alcohol use.

Enforcement/Discipline

ALCOHOL AND OTHER DRUGS

The Superintendent or designee shall take appropriate action to eliminate possession, use or sale of alcohol and prohibited drugs and related paraphernalia on school grounds, at school events, or in any situation in which the school is responsible for the conduct and well-being of students. Students possessing, selling and/or using alcohol, marijuana or other drugs or related paraphernalia shall be subject to disciplinary procedures which may result in suspension or expulsion.

(cf. 5144.1 - Suspension and Expulsion/Due Process)

School authorities may search students and school properties for the possession of alcohol, marijuana and other drugs as long as such searches are conducted in accordance with law.

(cf. 5145.12 - Search and Seizure)

Legal Reference:

ALASKA STATUTES

04.16.080 Sales or consumption at school events

14.20.680 Required alcohol and drug related disabilities training

[14.30.145 Opioid overdose drugs]

14.30.360 Curriculum (Health and Safety Education)

14.33.110-.140 Required school disciplinary and safety program

17.38.010-900 The regulation of marijuana

47.37.045 Community action against substance abuse grant fund

UNITED STATES CODE

Elementary and Secondary Education Act, 20 U.S.C. §§ 7116, 7163, as amended by the Every Student Succeeds Act, P.L. 114-95

Adopted: 2/22/10

Revised: 9/24/12, 10/19/15

Reviewed:

Key

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Purple – changes made at March 2, 2026 Work Session

~~The School Board believes that personal integrity is basic to all solid achievement. Students will reach their full potential only by being honest with themselves and with others.~~

[Academic honesty and personal integrity are foundational components of a student’s education in both the process of learning, and individual character development.]

The Board expects [that students will be truthful in all academic endeavors, and likewise, experience the requisite honor of proving their capabilities to themselves and the world.] ~~students to respect the educational purpose underlying all school activities. All students need to prove to themselves that they can do successful work as a result of their own efforts.~~

[The learning community of students, parents/guardians, staff and administrators shall be responsible for creating and maintaining a positive school climate that encourages honesty.]

The Board expects that students will not cheat, lie, ~~or~~ plagiarize[, or commit other acts of academic dishonesty. Students found to have committed an act of academic dishonesty shall be subject to district and school sanctions].

[The Board recognizes that the advancement and availability of artificial intelligence/generative technology (AI/GT), means the learning community ~~is very likely to~~ [will] utilize this new technology. Such use must meet the requirements of academic honesty and yet allow for its application as a new tool for instruction, critical thinking, exploration, and development of original thought and material. It is expected and required that use of AI/GT will be appropriately referenced and noted.]

~~Each school shall provide an environment that encourages honesty. Students must know that their teachers will not ignore or condone cheating and that anyone discovered cheating will be penalized.~~

(cf. 5144 - Discipline)

Adopted: 2/22/10

Revised: 4/25/11

Reviewed:

POSITIVE SCHOOL CLIMATE

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Purple – changes made at March 2, 2026 Work Session

~~Research indicates that~~ [S]student achievement is often higher in schools with a positive climate. The School Board expects [that all school staff will contribute to] a positive and welcoming climate in each school. [This encourages staff to have positive interactions and relationships with students. A positive school climate includes safe, supportive, and], ~~which is reflected through safe,~~ well-managed classrooms and [school environment.] ~~common areas, clearly stated high expectations about individual responsibility, and whose t~~[T]eachers and staff [should] consistently acknowledge all students and fairly address students² behavior.

School Climate refers to the social and environmental factors that contribute to students' experience of, and attitude towards, their school. School climate is related to how well students feel connected with others at their school [and how comfortable the school setting is for them as a student and for their family] ~~Without a positive school climate, students are unlikely to see their school as a place they feel welcomed, challenged and nurtured.~~ [The Board recognizes that students experiencing a positive school climate are more likely to achieve success both academically and socially. The District should implement practices that support a positive school environment. These may include: appropriate expectations that are implemented in a nondiscriminatory manner, social and emotional supports, trauma informed practices, community and family relationship supports, a positive peer climate, caring adult relationships, a school safety program, and opportunities for student involvement.]

The Superintendent or designee may implement and support strength-based activities such as Social Emotional Learning (SEL) efforts, youth leadership initiatives, family involvement in schools, and community service projects.

All members of the school community, including staff, students, administrators, school board members and visitors, are expected to serve as role models by demonstrating positive attitudes, cultural sensitivity, and respect to students and staff members. Staff shall use effective classroom management strategies to foster positive social interactions among students, and encourage and recognize activities that foster a positive school climate.

The Superintendent or designee will administer the School Climate and Connectedness Survey on a regular basis, share results with the school board, staff, students and the community, and commit to improving school climate and connectedness ratings.

(cf. 6141.3 - Multicultural Education)

(cf. 6142.4 - Community Service)

POSITIVE SCHOOL CLIMATE

The schools shall not tolerate any form of harassment, intimidation, or bullying that would interfere with there being a positive school climate. Students, staff, administrators and school board members who engage in these acts shall be subject to appropriate disciplinary procedures.

(cf. 5131.4 - Campus Disturbances)

(cf. 5131.43 – Harassment, Intimidation and Bullying)

(cf. 5144 - Discipline)

Legal Reference:

ALASKA STATUTES

14.33.200 Harassment, intimidation and bullying policy

Adopted: 2/22/10

Revised: 3/18/13

Reviewed:

Key

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The Board believes that a safe educational environment is necessary for learning and understands there are times when student behavior may impact on the safety of that student or others. To the maximum extent appropriate, the safety and welfare of students and staff should be secured through positive behavioral interventions. The use of physical restraint and seclusion is prohibited except in emergency situations as set forth below.

Chemical or mechanical restraint of students is never allowed. Chemical restraint means a psychopharmacological drug that is administered to a student for discipline or convenience and that is not required to treat a medical symptom. ~~Mechanical restraint means the use of a device to restrict a student's freedom of movement but does not include the use of medical or therapeutic devices or protective gear, including gear designed to protect a student from injury due to falling, to achieve proper body position or balance, or to protect a student from self-injuring behavior.~~ [Mechanical restraint refers to the use of any device or equipment to restrict a student's freedom of movement. The term does not include devices implemented by trained school personnel, or utilized by a student that have been prescribed by an appropriate medical or related services professional and are used for the specific and approved purposes for which such devices were designed, such as: 1) Adaptive devices or mechanical supports used to achieve proper body position, balance, or alignment to allow greater freedom of mobility than would be possible without the use of such devices or mechanical supports; 2) vehicle safety restraints when used as intended during the transport of a student in a moving vehicle; restraints for medical immobilization; or orthopedically prescribed devices that permit a student to participate in activities without risk of harm.]

This policy shall be annually reviewed with school personnel.

(cf. 5030 – School Discipline and Safety)

(cf. 5137 - Positive School Climate)

Physical Restraint

Physical restraint means a personal restriction that immobilizes or reduces the ability of a student to move the student's arms, legs, or head freely. Physical restraint does not include briefly holding a student in order to calm or comfort, or the use of contact that is reasonably necessary to safely escort a person from one area to another.

RESTRAINT AND SECLUSION

Physical restraint is prohibited unless the student's behavior poses an imminent danger of physical injury to the student or others and less restrictive interventions would be ineffective at stopping the imminent danger. To the extent possible without compromising safety, other interventions should be attempted prior to the use of restraint. Restraint must be limited to that necessary to address the emergency and must be immediately discontinued when the student no longer poses an imminent danger or when a less restrictive intervention is effective to stop the danger.

(cf. 4158 – Employee Security)

(cf. 5131.41 – Violent and Aggressive Conduct)

(cf. 5131.7 – Weapons and Dangerous Instruments)

Restraint may not be used as a form of discipline, to force compliance, as a convenience for staff, or as a substitute for appropriate educational support. The use of emergency restraint under this policy does not constitute corporal punishment.

Physical restraint must be implemented in a manner that protects the health and safety of the student and others. Restraint may be administered only by staff trained in crisis intervention, de-escalation, and safe restraint, unless a trained person is not immediately available and the circumstances are rare and present an unavoidable and unforeseen emergency. Restraint may not prevent or restrict the student from breathing or speaking nor may it restrict circulation. Prone or supine restraint, which occurs when the student is placed on his or her stomach or back, is expressly prohibited. A student's well-being must be monitored during restraint through the use of continuous face-to face contact or, if face-to-face contact is unsafe, by continuous direct visual supervision.

Seclusion

Seclusion means the involuntary confinement of a student alone in a room or area that the student is physically prevented from leaving. Seclusion does not include time-outs, a student's voluntary choice to enter a secluded environment, supervised detention or in-school suspension rooms that are utilized for instructional purposes, or suspension from school. "Time-outs" are behavior interventions to provide a student with an opportunity to regain self-control or engage in problem solving where the student is separated from other students for a limited period in a setting from which the student is not physically prevented from leaving. Time-out includes placing a student in an area of the classroom where the student observes classroom instruction but does not participate.

Seclusion of a student is prohibited unless the student's behavior poses an imminent danger of physical injury to the student or others and less restrictive interventions would be ineffective at stopping the imminent danger.

(cf. 4158 – Employee Security)

(cf. 5131.41 – Violent and Aggressive Conduct)

RESTRAINT AND SECLUSION

(cf. 5131.7 – Weapons and Dangerous Instruments)

Seclusion should last only as long as necessary to resolve the actual risk of imminent danger or when a less restrictive intervention is effective to stop the danger. Seclusion should never be used as a form of discipline, to force compliance, as a convenience for staff, or as a substitute for appropriate educational support.

While in a seclusion setting, a student must be continuously monitored by an adult in face-to-face contact or, if face-to-face contact is unsafe, by continuous direct visual contact with the student. Students must be provided necessities such as restroom breaks and food and water as needed. Any signs of medical distress should be immediately addressed. Seclusion must be sensitive to any particular vulnerabilities of the student and to the student's developmental level.

Follow-up and Review

As soon as practicable after restraint or seclusion have been used, staff shall review the incident. The review shall include review of and recommendations for adjusting or amending, as applicable, procedures, strategies, accommodations, the IEP, a student behavior plan, or additional staff training. Follow-up communication shall occur with the student and parent/legal guardian regarding the review process and outcomes.

Students with Disabilities

This policy does not prohibit the inclusion of safe restraint or seclusion in a student's Individualized Education Plan or behavioral intervention plan if determined appropriate by the IEP team after considering all less restrictive alternatives. However, in all instances, the use of physical restraint or seclusion must be in compliance with this policy **[and federal and state law regarding the restraint and seclusion of students with disabilities]**.

(cf. 6159 – Individualized Education Program)

Reporting/Notification Requirements

The parent/legal guardian of a student who has been physically restrained or secluded shall be notified on the same day and provided information about the incident.

Instances of physical restraint or seclusion shall be documented. A written report must be prepared by school personnel who restrain or seclude a student and provided to the school administrator. The report must include: the date and time of the incident; names and job titles of the school personnel who participated or supervised; a description of the conduct that preceded the incident, including efforts and strategies utilized prior to restraint or seclusion; a description of the restraint or seclusion, including duration; and a description of how the incident ended,

RESTRAINT AND SECLUSION

including any further action taken. A copy of the written report shall be provided to the parent/legal guardian.

Annually, the District shall report to the Department of Education and Early Development the following information: the total number of restraints and seclusion; the number of injuries or deaths of students or personnel; the number of restraints or seclusion by untrained personnel; and the number of students with a disability who were restrained or secluded, including the category of disability.

Crisis Intervention Training

The Superintendent or designee shall provide for periodic crisis intervention training for a sufficient number of school staff members to meet the needs of the school population. Training should include evidence based techniques effective at preventing restraint and seclusion; evidence-based skills related to positive behavior supports, conflict prevention and management techniques, skills to de-escalate student behavior, and understanding antecedents; the safe use of restraint or seclusion in emergency situations; first aid and cardiopulmonary resuscitations; and applicable policies and procedures. The form of training may vary depending upon the staff member's role and the instructional setting.

(cf. 4131 – Staff Development)

Policy Not Applicable to Law Enforcement

This policy is applicable to District employees. It is not intended to limit the use or type of restraint or seclusion by law enforcement personnel who may need to utilize these methods while on District property.

(cf. 1410 – Interagency Cooperation for Student and Staff Safety)

Legal Reference:**UNITED STATES CODE**

20 U.S.C. §§ 1400, et seq. Individuals with Disabilities Education Act
Every Student Succeeds Act, 20 U.S.C. §§ 7941-7948 (P.L. 114-95, December 10, 2015)

ALASKA STATUTES

11.81.430 Justification, use of force, special relationships
11.81.900 Definitions
14.03.078 Report
14.30.180-.350 Education for Exceptional Children
14.33.120 School disciplinary and safety program
14.33.125 Student restraint or seclusion; limitations
14.33.127 Crisis Intervention Training

ALASKA ADMINISTRATIVE CODE

4 AAC 06.172 -177 Reporting of school disciplinary and safety programs and incidents of R&S and crisis intervention programs

4 AAC 06.200-.270 Safe schools

4 AAC 06.250 Reporting

4 AAC 07.010-4 AAC 07.900 Student rights and responsibilities

4 AAC 52.010-.990 Education for exceptional children

Adopted: 9/23/13

Revised: 11/17/14

Reviewed:

DRAFT

DROPOUT PREVENTION

Key

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Purple – changes made at March 2, 2026 Work Session

The School Board is deeply concerned about the many students who leave school without graduating. The Board particularly desires to provide a learning environment conducive to keeping in school those "high-risk" students who are susceptible to frequent absenteeism, truancy, or tardiness, or who have the potential to drop out because of pregnancy or marriage, financial needs, dislike of school, classes, or teachers, lack of basic skills, disciplinary problems, low self-esteem, emotional or physical problems, or feelings of alienation.

The Board sees every student as a valuable individual to be carefully nurtured and equipped to become a productive citizen.

[The Board will review data to understand if there is a disproportional dropout rate of students by race, gender, and economic status. The Board will take action to address and ~~resolve~~ [mitigate] any disproportionality.

The Board recognizes that children who have experienced trauma drop out of school at a significantly higher rate than those who have not experienced trauma. The symptoms of traumatic stress can impact on educational success due to risk factors such as learning challenges, low academic achievement, emotional disturbance, disengagement, and/or truancy. The District will work to identify those students with increased risk for not completing high school in order to provide additional supports, which may include referrals for external services available to support the student or the student's family.]

Because children all differ, variations of pace, topic and activity are needed to challenge and interest them. Besides seeking continual improvement in the quality and relevancy of our educational programs, the Board encourages the use of appropriate [evidence-based] dropout prevention strategies at all age and grade levels.

The Board directs the Superintendent to implement this policy with parental and community involvement.

(cf. 5131.6 - Drugs, Alcohol and Tobacco)

(cf. 5141.51 - At-risk Youths)

(cf. 5146 - Married/Pregnant/Parenting Students)

(cf. 5113 - Absences and Excuses)

Adopted: 2/22/10

Revised:

Reviewed:

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[The Superintendent shall coordinate the establishment of a District-wide reading intervention program in accordance with AS 14.30.765. The services provided under this program must, to the extent practicable:

1. Be provided by a district reading teacher, or paraprofessional under the supervision of a reading teacher, to all students in grades kindergarten through three who are determined to have a reading deficiency based on the statewide screening tool provided by the Department.
2. Provide explicit and systematic instruction in phonemic awareness, phonics, vocabulary development, reading fluency, oral language skills, and reading comprehension, as necessary.
3. Use evidence-based reading intervention methods that have shown proven results in accelerating student reading achievement within a single school year.
4. Include instruction with detailed explanations, extensive opportunities for guided practice, and opportunities for error correction and feedback.
5. Incorporate daily targeted small group reading instruction based on student needs, either in person or online.
6. Monitor the reading progress of each student's reading skills throughout the school year and adjust instruction according to student needs.
7. Be implemented during regular school hours through any available method, including in person or through online delivery by teachers or specialty reading coaches.
8. Be implemented outside of regular school hours, as directed in the student's individual reading improvement plan, for a student who scores at the lowest achievement level on the statewide screening tool.
9. Be reviewed based on a department-approved response to intervention or multi-tiered system support models, addressing additional support and services needed to remedy identified needs.
10. Support reading intervention at home by parents or guardians by offering a list of adult literacy resources and organizations, providing opportunities for parent or guardian participation in training workshops, and encouraging regular parent or guardian-guided home reading activities.

Individual Reading Improvement Plans

The District shall provide each student in grades kindergarten through three who is determined to have a reading deficiency based on the statewide screening tool an individual reading

improvement plan. This plan must be in accordance with the provisions set forth in AS 14.30.765(b).

Notice Requirements

If at any time during the school year a student in grades kindergarten through three demonstrates a reading deficiency, a District representative shall notify the student's parent or guardian. This notification must be not later 15 days after identification of the reading deficiency and include the information described in AS 14.30.765(c).

Progression

Students identified with a reading deficiency shall progress through grades as set forth under AS 14.30.765(d) – (m).

Legal Reference:

ALASKA STATUTES

AS 14.30.760 Statewide screening and support

AS 14.30.765 Reading intervention services and strategies; progression

ALASKA ADMINISTRATIVE CODE

4 AAC 06.400 Statewide literacy screening and support

4 AAC 06.405 Reading intervention services and strategies

4 AAC 06.410 Individual reading improvement plan

4 AAC 06.415 Student Progression

4 AAC 06.490 Definitions]

Adopted: *New Policy*

Revised:

Reviewed:

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[The Superintendent, in consideration of appropriate District need, may seek a grant for an early education program under AS 14.03.410 and 4 AAC 60.200. Before applying for a grant, the District shall, to avoid duplicate programs and facilitate resource sharing to improve early education within the district, consult with each local and tribal head start program within the district's boundaries. The Superintendent must ensure that the District has the resources and intent to create an early education program.

The District-wide early education program must:

1. Adopt an evidence-based program of learning.
2. Have a certificated teacher in charge of the program.
3. Implement the guidelines for an early education program described in the department's State of Alaska Early Learning Guidelines under 4 AAC 60.170.
4. Have a minimum day in session of two hours per day, five days per week.
5. Accommodate the early education needs of district children and their families, regardless of socioeconomic circumstances.

The District shall provide an annual ADM assurances report regarding its early education program in a format prescribed by the Department of Education and Early Development.

During the grant period, a school district that receives a grant award under 4 AAC 60.200 must demonstrate progress towards meeting or exceeding the standards for a high quality early education program under AS 14.07.165(a)(5) and 4 AAC 60.190 by complying with the department's grant reporting requirements and submitting a year-end report to the department.

The District's early education program must also comply with the requirements under 4 AAC 60.205.

Legal References:

ALASKA STATUTES

AS 14.03.410 Early education programs; grants

ALASKA ADMINISTRATIVE CODE

4 AAC 60.190 High quality early education program standards

4 AAC 60.195 District accountability; revocation of approval of district-wide early education program

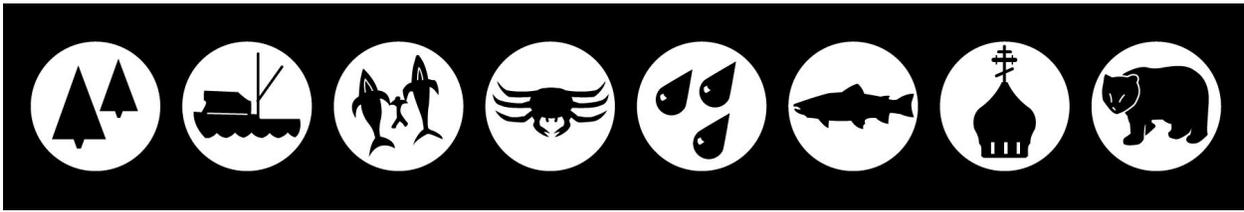
- 4 AAC 60.20 District-wide early education program grants; applications; duration; award determinations
- 4 AAC 60.205 District-wide early education program grant recipient obligations
- 4 AAC 60.210 Criteria for inclusion of district-wide early education program students within a district's ADM]

Adopted: *New Policy*

Revised:

Reviewed:

DRAFT



Kodiak Island Borough School District Board of Education

Committee and Board Member Appointments (Updated 10/20/2025)

Facilities Review Committee:

Not Active at Present

Graduation Expectations Committee:

Not Active at Present

CTE Committee:

Duncan Fields, Jesse Mickelson

Todd Burton, Matt Bieber

Curriculum Advisory Committee:

Mike Litzow and Jim Pryor

Angie Hietala, Katrina Stewart

Native Education Parent Committee:

Jim Pryor, Kerry Irons

Todd Burton

Policy Review Committee:

Mike Litzow, Kerry Irons

Cyndy Mika

Staff Development Committee:

Kerry Irons, Jesse Mickelson

Angie Hietala, Katrina Stewart

Strategic Education Plan Committee:

Not Active at Present

Cyndy Mika

Budget Development Committee:

All Board Members

Krista Cowley, Cyndy Mika

Food and Nutrition Committee:

Kerry Irons, Jim Pryor, Graham Edwards (USCG Representative)

Krista Cowley, Jerilyn Urban

Negotiations Committee:

Jim Pryor

Activities Committee:

Jim Pryor, Jesse Mickelson



Kodiak Island Borough School District

E 3235

INTENT TO APPLY

Grant Source/Grantee: Rural Health Transformation Program (RHTP)- Federal grant opportunity created by H.R.1 to fund rural health transformation projects.

Title of Grant: Rural Health Transformation Program (RHTP)- Federal grant opportunity created by H.R.1 to fund rural health transformation projects.

Type of Grant: Entitlement Competitive

Length of Grant: 5 years

Description of Grant:

The RHTP is intended to make health care work better for all Alaskans by improving access and prevention, expanding workforce, leveraging technology, and creating long-lasting changes that help people stay healthy. Specific goals are detailed further in Alaska's Project Narrative, and include:

- Promote lifelong health and wellbeing for rural, remote, and frontier Alaskans
- Build sustainable, outcomes-driven health systems
- Drive workforce and technology innovation.

Brief Statement of Grant Activities:

This grant will cover the cost of a new documentation system for nurses, school counselors, school psychologists, and principals. It will also cover the cost of the training and orientation needed for staff to learn the new program.

Grant Request: \$ \$30,000/ year

District Match: \$ 0

Approval: Damon Hargraves
Damon Hargraves (Mar 9, 2026 09:38:20 AKDT)
Building/Site Administrator

03/09/2026
Date

Approval: Cyndy A. Mika
Superintendent

03/09/2026
Date

Intent to Apply for Grant- RHTP- August Schools

Final Audit Report

2026-03-09

| | |
|-----------------|--|
| Created: | 2026-03-09 |
| By: | Damon Hargraves (damon.hargraves@kibsd.org) |
| Status: | Signed |
| Transaction ID: | CBJCHBCAABAAqh59ZfCkKelRaZ60k-072vqJ_Kc9q09n |

"Intent to Apply for Grant- RHTP- August Schools" History

-  Document created by Damon Hargraves (damon.hargraves@kibsd.org)
2026-03-09 - 5:37:30 PM GMT
-  Document emailed to Damon Hargraves (damon.hargraves@kibsd.org) for signature
2026-03-09 - 5:38:10 PM GMT
-  Document e-signed by Damon Hargraves (damon.hargraves@kibsd.org)
Signature Date: 2026-03-09 - 5:38:20 PM GMT - Time Source: server
-  Document emailed to Cyndy Mika (cyndy.mika@kibsd.org) for signature
2026-03-09 - 5:38:22 PM GMT
-  Email viewed by Cyndy Mika (cyndy.mika@kibsd.org)
2026-03-09 - 8:20:02 PM GMT
-  Document e-signed by Cyndy Mika (cyndy.mika@kibsd.org)
Signature Date: 2026-03-09 - 8:20:19 PM GMT - Time Source: server
-  Agreement completed.
2026-03-09 - 8:20:19 PM GMT



Kodiak Island Borough School District

E 3235

INTENT TO APPLY

Grant Source/Grantee: Alaska Department of Education and Early Development

Title of Grant: Nita M. Lowey 21st Century Community Learning Centers

Type of Grant: Entitlement Competitive

Length of Grant: 5 Years

Description of Grant: The district intends to apply for the Nita M. Lowey 21st CCLC grant to provide after-school, weekend, and summer academic support and enrichment for students in our rural schools. This grant prioritizes tribal and community partnerships. KIBSD will be partnering with KANA and the local village tribes.

Brief Statement of Grant Activities: Programming would focus on reading and math support, STEM and career exploration, culturally relevant learning, and partnerships with tribal and community organizations to support student success and family engagement.

Grant Request: \$ 302,632

District Match: \$ 0

Approval: *Peggy Arzooak* 3/5/26
Building/Site Administrator Date

Approval: *Cyndy A. Mika* Mar 5, 2026
Superintendent Date

Intent to Apply for Grant

Final Audit Report

2026-03-05

| | |
|-----------------|--|
| Created: | 2026-03-05 |
| By: | Peggy Azuyak (pazuyak01@kibsd.org) |
| Status: | Signed |
| Transaction ID: | CBJCHBCAABAAbDVEg5BbrNvITka4bw3fz4gZ984DJ_5I |

"Intent to Apply for Grant" History

-  Document created by Peggy Azuyak (pazuyak01@kibsd.org)
2026-03-05 - 7:42:16 PM GMT
-  Document emailed to Cyndy Mika (cyndy.mika@kibsd.org) for signature
2026-03-05 - 7:42:35 PM GMT
-  Email viewed by Cyndy Mika (cyndy.mika@kibsd.org)
2026-03-05 - 9:29:44 PM GMT
-  Document e-signed by Cyndy Mika (cyndy.mika@kibsd.org)
Signature Date: 2026-03-05 - 9:29:57 PM GMT - Time Source: server
-  Agreement completed.
2026-03-05 - 9:29:57 PM GMT

KIBSD School Social Work Report

December 19, 2025 - February 20, 2026

Updates:

- McKinney Vento Mentorship - monthly meetings with resources, information and mentorship on supporting our unhoused and/or unaccompanied students.
- SafeTalk - another successful training completed with collaboration of Matthew Kozak/KANA (4 groups total/school counselors are SafeTalk Trainers/approx. 60 staff members trained in SafeTalk suicide intervention),
- Lead panel discussion during in-service (2/13)

Direct Services 1:1

- Currently meeting students 1:1 at KMS and KHS, (after meetings, notes are made, emails to team members and students with recap of supports)
- Crisis Interventions
- Collaborating with school teams on support plans for students, (school counselors, school psychologists and admin)
- Meeting with parents to provide parenting support, connect them with outside resources,

Team Meetings

- Choose Respect march committee,
- Child Advocacy Center Multi-disciplinary team,
- KMS Co-Care,
- KHS is forming co-care again with counseling team,
- KWRCC Prevention Team,
- KIBSD Family Engagement Committee.

Agency Partners

- Collaborating with KANA Wellness & Prevention to start lunch bunch sessions for 7th & 8th grade
- Collaborating with KWRCC to present in health classes,
- Promoting Choose Respect march,

Committees/District-Wide Responsibilities:

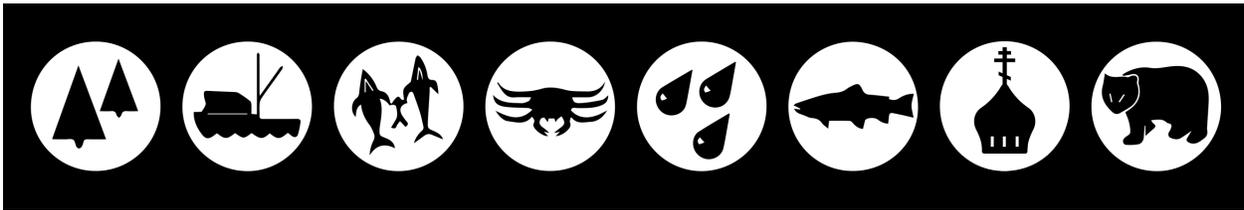
- McKinney Vento (unhoused &/or unaccompanied students,
- Free/reduced lunch applications,
- Office of Children's Services-point of contact,
- KMS admin. sub 1x/month when they attend Learning for Leaders,
- Mandatory Reporter Training,

UPCOMING PLANS/COLLABORATIONS:

- Social Work/Counseling team are planning SafeTalk alert training for students, and for parents/community, (*School Board Members are welcome to join!*)
- Social work planning more agency partner collaborations to support students/families,
- Parenting support symposium is in the works to provide expert parenting resources & support,
- Staff ethics training for early out PD with counseling lead, Jenna Wagner,
- "Lunch Bunch" at KMS with Emma Christiansen/KANA Wellness for grades 7&8 (6th grade lunch bunch already lead by Sara Bruce)

For any questions or additional information, please contact:

Tania Silva-Johnson
tania.silva-johnson@kibsd.org
486-7426

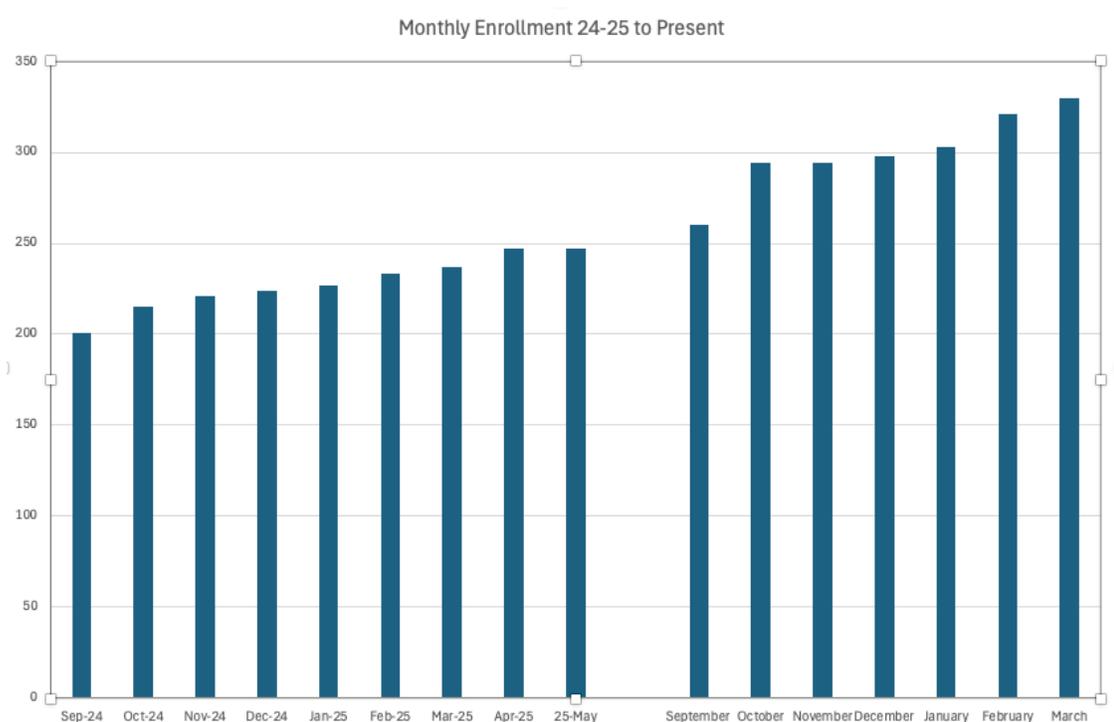


AKTEACH Monthly Board Report

March, 2026

ENROLLMENT

| Grade | Full Time | Full time + 1-2 in-person classes | Half - 3 courses with AKT | Partial - 1 or 2 courses w/ AKT | Total enrolled w/ AKTEACH |
|--------------|-----------|-----------------------------------|---------------------------|---------------------------------|---------------------------|
| Kinder | | 19 | | | 19 |
| 1st | | 23 | | | 23 |
| 2nd | | 15 | | | 15 |
| 3rd | | 20 | 1 | | 21 |
| 4th | | 14 | | | 14 |
| 5th | | 20 | 1 | | 21 |
| 6th | | 22 | 6 | 1 | 29 |
| 7th | | 14 | 7 | 1 | 22 |
| 8th | | 24 | 4 | 1 | 33 |
| 9th | | 10 | 7 | 2 | 28 |
| 10th | | 22 | 5 | 6 | 38 |
| 11th | | 14 | 4 | 6 | 33 |
| 12th | | 24 | 6 | 1 | 34 |
| TOTAL | | 241 | 41 | 32 | 330 |



AKTEACH Staff:

Heidi Hargraves – Lead Coordinating Teacher
Violet Garcia - Project Specialist
Patricia Nash – Project Specialist
Julie Holt – Aide for Migrant Ed Support

UPCOMING EVENTS

- 3/9 – Monday: **Chess Club**
- 3/10 – Tuesday: **Tidepooling at Spruce Cape**
- 3/11 – Wednesday: **Owl Pellet Dissection**
- 3/13 – Friday: **3rd Quarter Progress Reports and work samples are due!**
- 3/16-3/20 – **AKTEACH Closed for Spring Break**
- 3/23 – Monday: **Ice Skating**
- 3/24 – Tuesday: **Music**
- 3/25 – Wednesday: **Math Games**
- 3/26 – Thursday: **Spring Pictures**
- 3/27 – Friday: **Bowling**

AKTEACH NEWSLETTER

<https://app.smore.com/n/5q7ds-march-newsletter>

OTHER NEWS

AKTEACH had a great showing at Battle of the Books!



HIGHLIGHTS FROM LAST MONTH



Chiniak Monthly Board Report

March 13, 2026, Regular Board Meeting

Campus Enrollment

| Grade | # of students | Teacher |
|-----------------------|---------------|----------------|
| Pre-Kindergarten | 1 | Daisy Gequilan |
| Kindergarten | 2 | Daisy Gequilan |
| 1 st | 1 | Daisy Gequilan |
| 2 nd | 1 | Daisy Gequilan |
| 3 rd | 2 | Daisy Gequilan |
| 4 th | 2 | Daisy Gequilan |
| 5 th | 1 | Christy Stark |
| 6 th | 3 | Christy Stark |
| 7 th | 1 | Christy Stark |
| 9 th | 3 | Christy Stark |
| 12 th | 2 | Christy Stark |
| Total Students | 19 | |
| | | |

Upcoming Events

- * Week of March 30th – Chiniak’s Alutiiq Culture Week
- * April 2nd – Chickaloonies’ Authors Visit to Chiniak
- * April 8th – Pasagshak Aerospace Center Visit with STEAM Activities
- * Week of April 13th – STAR Testing for Grades 3 – 9
- * April 24th and 25th – Rural Schools Prom with Activities in Kodiak (Sponsored by Chiniak Student Council)
- * May 2nd – Yard Sale Fundraiser with Items Donated from the Community
- * May 8th – Students’ Spring Performance and Community Potluck
- * May – Hunter Safety Field Day
- * May – Alutiiq Museum’s Archaeologist’s visit
- * May 22nd – Chiniak Graduation 1:00 to 3:00
- * May – Chiniak Beach Clean-up and Cookout

Instructional Highlights

We have two students making continued progress in the remote automotive class.

The students have completed the hunter's education safety course sponsored by migrant education and will complete the field day requirement in May.

Jo Anne Knight continues to visit monthly working with us on literacy skills while integrating an art activity.

The students are making balance boards in woodshop to be used during PE and while practicing Bal-A-Vis-X

Afterschool Clubs continue to meet on Mondays and Tuesdays. The students enjoy making art, playing board games and participating in gym activities while socializing with their peers.

The elementary students are learning music with volunteer, John Stark.

Social Emotional Learning

KIBSD school counselor Marilyn Gail continues to visit and lead students in restorative circles and individual counseling. We are also doing a book study together, *The Teen Self-Esteem Workbook*.

Chiniak staff and students continuing to hold our morning circle meeting each instructional day. We begin with the Pledge of Allegiance and our Land Acknowledgement, an Alutiiq Word of the Week, and a Habit of the Mind. Each student and staff share thoughts, feelings and stories, then we read a short excerpt about Alutiiq culture. We are continuing to read from Michael Rostad's book *A Time to Dance* which is a story about an Akhiok/Old Harbor elder, Larry Matfay. After this, we proceed to our instructional day.

Advisory School Board News

CHINIAK February 26, 2026

4:00 p.m. Chiniak School/TEAMS

• Call to Order/Roll Call/Introduce Guests

Peggy A online, Sara F, Sandy D, Mary K, Christy S, John S

• Approval of Minutes of January 22, 2026

- Minutes have been approved.

• Community Comments and Correspondence -None currently

• Administrator Report

• Enrollment numbers at 18 students

• Overview from Ms. Stark; Valentines Bake sale raised about \$300.00, other fundraisers Papa John's pizza, Krispy Kreme TBD, Duck stamp contest with Amy.P and Isabel from NWLR, March 21d pool day, March 6th Alutiiq Museum NWLR scavenger hunt and lunch, MG school councilor

9th graders (2) will attend a college travel. Parent-teacher conferences will be March 10th and 11th, March 16'n-20th is spring break, two weeks after spring break- 30th through April 3ra will be our culture week- possible activities, gill net mending, Susie Malutin, KANA will help with elders

lunch at school, we plan to serve purok, MJ, Sara and Daughtery family will help with first meal. We are open for any suggestions for activities for culture week.

Still planning for our culture week, KANA and the Alutiiq Museum

Science fair, rural wide but not district maybe a kelp farm for next year.

April 8th Aerospace visit 1pm-3pm

April 13th star testing with make ups April 20th-Monday, Tuesday, Wednesday then the rest of that week have a Prom preparation.

Author visit working with Todd to visit Chiniak School

May 8th spring performance

May 22nd is Chiniak School graduation maybe invite new superintendent.

Workshop John Stark working on organizing the shop, maintenance are pleased with the upgrades, possible projects a second picnic table for school yard and balance board with Michelle and Bal-Vis-X we will have to check with APRA.

Game/Art clubs parents bring in treats, Chirsty, john and MJ help supervise.

Hunter safety course is going well, and we will need to plan a field day soon.

• FY27 Budget update-Peggy - hopefully it will have minimal impact with Rural schools some cuts could be non-personnel. Will connect on water test results for January and February

KIBSD budget-clarify no school will be closed, March 4th joint work session KOB and BOE

about 20% come from borough, KIBSD is asking for full amount.

• Committee Reports if any

• Water System-Committee members

Sandy has put a hold on water for Chiniak

" No update. The focus has been on the budget

• Facilities- Work order status (report by Peggy)

• Current work order report

• Major Projects-Storage continue to look at options

-possible storage for will move items Adam and Peggy can help sort through items

-Keeping ARC books for now, possible idea to send books to Philippines.

• Tsunami Trail upgrades -KIBSD maintenance push it back to KOB and people's property

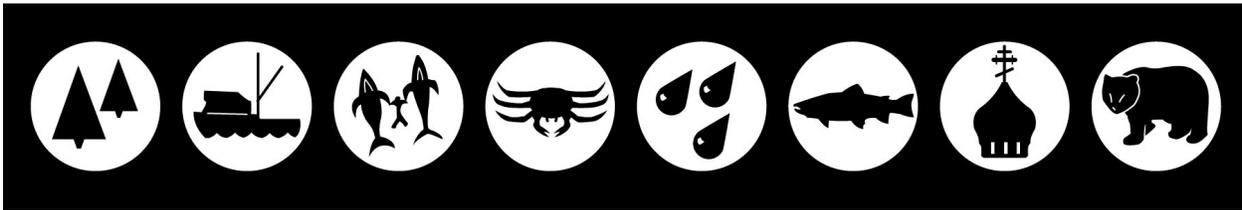
-gravel, talk with Eric who maintains our road with four-wheeler to help build up trail.

• Fundraising update:

• Current Fundraiser

• Upcoming Fundraiser

- Student Fund report-Peggy will report in March
- Library Committee -
- Unfinished Business:
- Open gym options -table for next year, October time for camp/open gym clubs, clinics and opportunities will have an idea around September/October fund amount. Clubs that Peggy back off the district schedule wrestling.
- Continuing to recruit for committees.
- Summer programs for Students-keep this on the agenda for next summer 2026
- STEAM for school year 26/27
- John Stark grant for a summer kayak build.
- Possible online options
- Open for any items that are not on the agenda
- Next meeting date may skip March and meet on April 9th at 4pm
- Adjourn



East Monthly Board Report March Regular Board Meeting

March represents an important point in the school year as East Elementary moves into the final stretch before spring break and the transition into the last quarter of learning. At this stage, routines and instructional systems are firmly in place, allowing teachers to focus deeply on student progress, targeted support, and maintaining strong engagement as academic expectations continue to increase. The work this month reflects a continued balance of academic growth, social-emotional development, and strong connections with families.

As a newly configured K–3 school, East Elementary continues to build on the systems and collaborative structures established earlier in the year. Staff are working closely together to monitor student progress, adjust instruction, and ensure that all students remain supported in their learning. This ongoing collaboration allows teachers to respond quickly to student needs while maintaining consistency in expectations and instructional practices across classrooms.

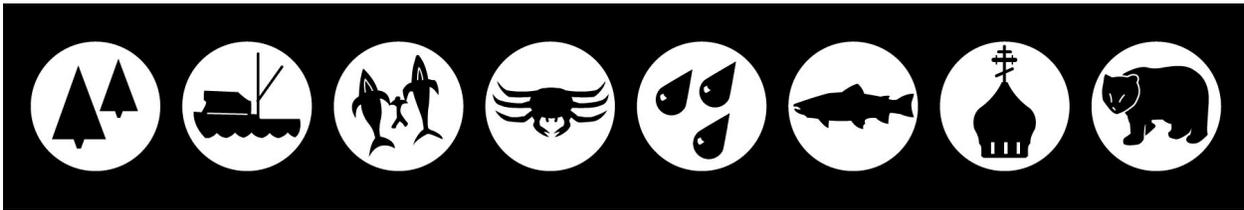
March also provides valuable opportunities to strengthen partnerships with families through parent-teacher conferences and ongoing communication about student progress. These conversations allow teachers and families to celebrate growth, discuss goals for the remainder of the year, and work together to ensure every East Cub continues moving forward with confidence..

Campus Enrollment

| Grade | Teacher - # of students | | | | |
|-----------------------|-------------------------|-------------|--------------|--------------|----------------|
| Kinder | Oliver – 17 | Howard - 16 | Thomas - 16 | | |
| 1st | Mancoa – 16 | Solano – 17 | Loyola - 18 | | |
| 2nd | Allen – 17 | Love – 16 | Hockema – 17 | Sager - 17 | Whiteside - 18 |
| 3rd | Coburn - 22 | Lukin - 23 | Sorino – 21 | Trosvig - 21 | |
| TOTAL Students | 273 | | | | |

Instructional Highlights

As East Elementary completes the second trimester and transitions into the final trimester of the school year, instructional teams are focused on supporting students during this important phase of learning. The final months of the year represent a critical opportunity to solidify grade-level



standards, reinforce key skills, and ensure students are demonstrating growth as they prepare for the next grade level.

Teachers continue to use assessment data, classroom observations, and student work to guide instruction and provide targeted support where it is most needed. Intervention groups and classroom instruction are being adjusted based on student progress, ensuring that students who need additional support receive it while also providing enrichment opportunities for students who are ready for deeper challenges.

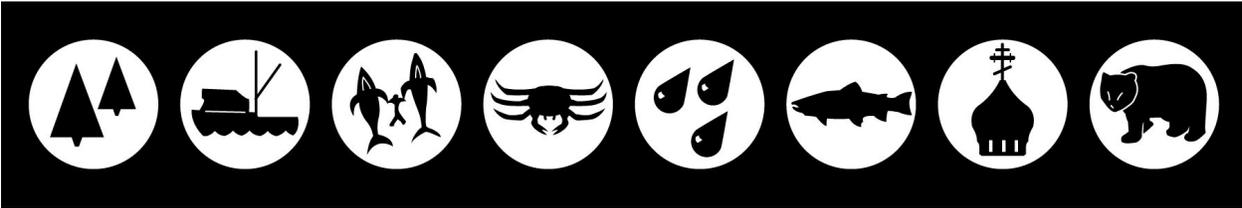
This time of year often brings significant academic growth as students build confidence and independence in their learning. Instructional teams remain focused on maintaining strong engagement, reinforcing learning routines, and providing consistent opportunities for students to practice and apply their skills. These efforts help ensure that students finish the year strong and feel prepared for the academic expectations ahead.

Parent-teacher conferences in March also provide an important opportunity to partner with families in supporting student success. Teachers and families are able to celebrate student growth, discuss progress toward grade-level expectations, and identify ways to continue supporting learning both at school and at home.

Upcoming Events

- March 9 – 13 2nd Grade Water Safety at the Pool
- March 16 – 20 Spring Break
- April 9 2nd Grade Spring Concert





MARCH 23, 2026

CURRENT ENROLLMENT

| GRADE 9 | GRADE 10 | GRADE 11 | GRADE 12 | TOTAL |
|---------|----------|----------|----------|-------|
| 116 | 136 | 132 | 119 | 503 |

UPCOMING EVENTS

MARCH

Spring Sports Begin, *Mar 4*
 Parent Teacher Conferences, *Mar 11-12*
 Spring Break, *Mar 18-20*
 DDF Showcase, *Mar 27-28*

APRIL

8th Grade Transitions, *Apr 3*
 AKStar, MAP, Science, *Apr 7-9*
 Softball Tournament, *Apr 8-11*
 Track, *Apr 10-11*
 Baseball Tournament, *Apr 15-18*
 Prom, *Apr 18*
 Softball and Track, *Apr 24-25*

HIGHLIGHTS



Kodiak Chess Bears Powered by Bearfoot Bakery

Kodiak High School’s Chess Bears have been enjoying some delicious reinforcements thanks to the generosity of Kodiak’s Bearfoot Bakery. Over the past two months, owner Crystal Burnside and the Bearfoot Bakery team have been donating sandwiches, French bread, turnovers, Danishes, and chocolate croissants to support our growing chess club. The club has adopted a simple and motivating tradition: a sandwich to open the game and dessert for those who stay through the weekly tournament. Bearfoot Bakery’s support has helped to make our club a welcoming place for students to gather, compete, and build community.

Closing a Chapter in Northern Lights Basketball

Boys and Girls Basketball and Cheer recently wrapped up their seasons, bringing another exciting winter of Kodiak athletics to a close. Over the past several months, our student-athletes dedicated countless hours to practices, games, travel, and representing Kodiak with pride. Their commitment, teamwork, and sportsmanship were on display throughout the season.

This past weekend at the Northern Lights Region 3 Tournament, the Kodiak Girls Basketball team received special recognition during the event. Kodiak was acknowledged for its role in the early formation of the Northern Lights Conference, highlighting the program’s long-standing connection to the league and the many years Kodiak teams have competed as part of it. The recognition also marked an important transition. This season represents the final year that the Kodiak Girls Basketball program will compete in the Northern Lights Conference. Beginning with the 2026–2027 season, Kodiak Girls Basketball will move to the 3A classification, opening a new chapter for the program.

We are proud of the legacy Kodiak has built within the Northern Lights Conference and grateful for the many years of competition, rivalries, and relationships that have come with it. As we

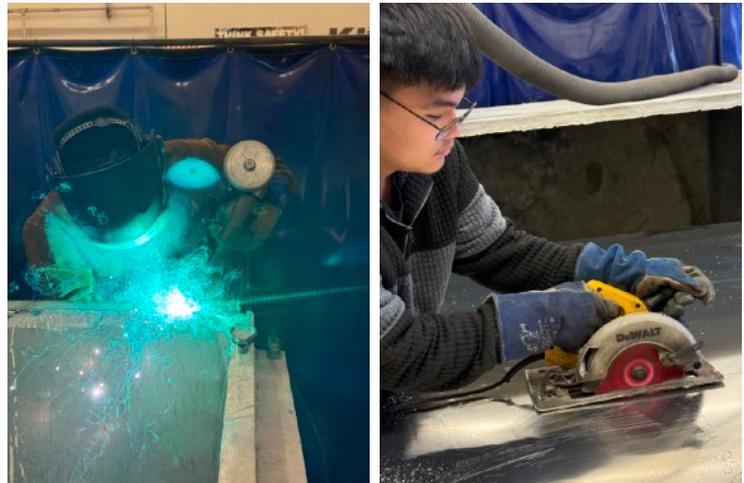
look ahead to the transition to 3A basketball, we are excited to see our athletes continue to grow and compete while carrying forward the strong tradition of Kodiak basketball.

Welding Students Help Improve Bear-Safe Infrastructure

Students in welding classes during periods three through six are currently working on a hands-on fabrication project retrofitting dumpster lids designed to help reduce bear access. Each class has been assigned its own dumpster to renovate, which has added a friendly element of competition as students compare their progress and craftsmanship. The work gives students the opportunity to apply welding and fabrication skills in a real-world context while seeing how their efforts contribute to a larger community need.

The project is part of an ongoing collaboration that has now been running for three years between Kodiak High School and several local partners, including the Kodiak Brown Bear Trust, the Alaska Department of Fish and Game, Alaska Waste, Highmark Marine, and others. Through this partnership, students gain practical experience cutting, fitting, and welding metal components while helping retrofit equipment that will ultimately be used throughout the community.

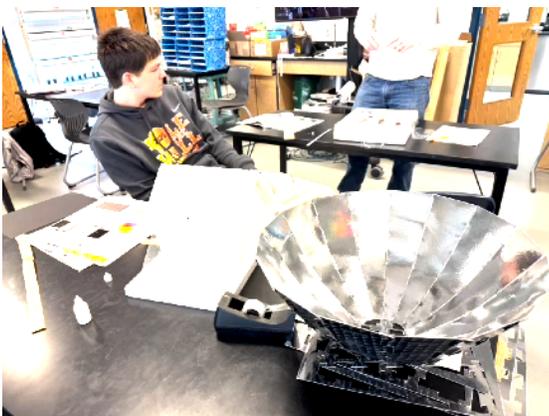
Once the welding work is complete, the dumpsters will be prepped and sandblasted before receiving a fresh coat of paint. High school art students will then add painted designs, turning the finished dumpsters into both functional and visually engaging pieces that reflect student craftsmanship from multiple programs across the school.



AP Environmental Science Students Pitch Renewable Energy Solutions

Students in AP Environmental Science are currently working on their Renewable Energy “Shark Tank” Project, an activity designed to combine research, problem solving, and creativity. Each student or group was assigned a specific renewable energy source and tasked with developing a persuasive sales pitch explaining why their energy source is the most effective and viable option for the future. As part of the project, students must also address potential challenges or

limitations associated with their energy source and explain how those obstacles could be overcome. In addition to the presentation component, students are building physical models that represent how their renewable energy system works. These models help demonstrate the science behind the technology while giving students an opportunity to apply engineering and design skills. The accompanying photos show several of the projects currently in progress as students continue developing their ideas and refining their designs.



The project encourages students to think critically about real-world energy challenges while exploring innovative solutions that could help shape a more sustainable future.

Music Students Prepare for State Solo & Ensemble Auditions

The Kodiak High School music department is preparing for auditions for the upcoming State Solo and Ensemble competition. Interest in the event continues to grow, with 27 individual performances submitted this year, more than the last two years combined. In total, roughly 35-40 student performers will be auditioning for a chance to represent Kodiak at the state level. Students are currently rehearsing their pieces while also organizing fundraisers to help cover travel expenses for those who qualify.

Due to changes in competition rules this year, the school was unable to host a traditional local qualifying event. However, the program received approval to conduct the audition process through recorded online submissions. While the exact audition date is still being finalized, the recordings will likely be completed within the first week or two of April as students continue preparing their performances

Adventure Rec Students Earn Hunter Education Certification

Students in Bailey O'Reilly's Adventure Recreation class recently completed a Hunter Safety course, with 17 students successfully passing the program and earning their official Hunter Education safety cards. The course provided students with instruction on firearm safety, responsible hunting practices, wildlife conservation, and the legal responsibilities that come with hunting.

Completing the course gives students the certification required to legally hunt and reinforces the importance of safety and ethical practices in outdoor recreation. The experience fits well with the goals of the Adventure Rec program, which focuses on helping students build practical outdoor skills while developing a deeper understanding of Alaska's outdoor traditions and natural resources.



POSTED AROUND THE SCHOOL

Class of 2026 SENIORS
ORDER YOUR CAP & GOWN

DEADLINE DECEMBER 19TH

Please contact Shawn Holden, shawn.holden@kibsd.org or 907-486-7403:
 -If your student is borrowing a cap & gown to ensure they have a 2026 stole & tassel
 -If your student is not planning to walk at graduation

Custom BANYA Up For Auction

Open House Showings: October 31 and November 7 10:30a - 1:00p

- 10' x 12' Building on skids
- 2x6 framing - Fully insulated
- Ventilated & weather sealed
- Wired with 110 outlets/lighting
- Cedar tongue & groove interior
- Minimum Bid: \$15,000 (covers materials)
- Bid Deadline: November 14, 2025
- Available for viewing upon request during school hours (8:15a-3:15p) (Please call 486 - 7400)

"Built by Students - Supported by our community"

DANCE CLUB 2025
 INTERESTED IN JOINING?

SEE MRS. VERGARA ROOM A101 FOR MORE INFO

December 18 & 19, 2025

KSMSC & KIBSD present:

SMOKED SEAFOOD CLASS

APPLICATIONS OPEN TO FUNDING & SCHOLARS

Two-day Class 8:30a-3:30p
 Transportation & Lunch Provided

Information: jknight01@kibsd.org

Kodiak Seafood & Marine Science Center

AP Exam Payment

Payment for AP exams is due by Friday November 7th at 3:45PM. Each exam costs \$99.00. Payment must be made in the KHS counseling office. Cash, check or credit card is accepted. If your student qualifies for free/reduced lunch each exam cost \$62.00. If you think your family may qualify for free/reduced lunch due to a change in job, loss of job, or furlough status, we encourage you to apply. You can apply online or pick up a paper form in the KHS counseling office. If your student qualifies for Migrant Education, contact federalprograms@kibsd.org for more information about potential funding for AP exams.

More information and dates for the AP exams can be found at: <https://apstudents.collegeboard.org/>

Prom 2026

JOIN PROM COMMITTEE WITH MRS. VERGARA
 TUESDAYS AT LUNCH ROOM A101

SUNDAY FAFSA WORKSHOPS

START YOUR FAFSA EARLY, SCORE PRIZES!

WIN GIFT CARDS OR \$250 TUITION AWARD

Sunday, October 19th 3:00 PM - 5:00 PM
 KODIAK COLLEGE CAMPUS CENTER

Sunday, October 26th 3:00 PM - 5:00 PM
 KODIAK COLLEGE CAMPUS CENTER

Join us during CAMP study time (3pm-5pm) for our additional FAFSA sessions.

Snack, Win, Submit: FAFSA Sundays!

Contact: Nancy Castro, Financial Aid Coordinator 907-486-1214 | ncastro2@alaska.edu

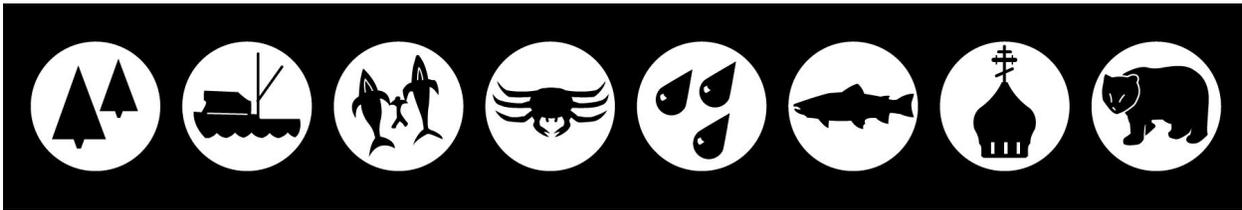
FAFSA & SCHOLARSHIP WORKSHOPS FALL 2025

KODIAK COLLEGE CAMPUS CENTER 4:00 PM - 6:00 PM

WIN GIFT CARDS OR \$250 TUITION AWARD

| | |
|------------------------|-------------|
| Tuesday, October 7 | FAFSA |
| Wednesday, October 8 | SCHOLARSHIP |
| Tuesday, October 21 | FAFSA |
| Wednesday, October 22 | SCHOLARSHIP |
| Tuesday, November 4 | FAFSA |
| Wednesday, November 5 | SCHOLARSHIP |
| Tuesday, November 18 | FAFSA |
| Wednesday, November 19 | SCHOLARSHIP |
| Tuesday, December 2 | FAFSA |
| Wednesday, December 3 | SCHOLARSHIP |
| Tuesday, December 16 | FAFSA |
| Wednesday, December 17 | SCHOLARSHIP |

Contact: Nancy Castro, Financial Aid Coordinator 907-486-1214 | ncastro2@alaska.edu



Kodiak Middle School Monthly Board Report March 23, 2026 of Regular Board Meeting

Campus Enrollment

| Grade | # of students |
|----------------|---------------|
| 6th | 127 |
| 7th | 148 |
| 8th | 118 |
| TOTAL Students | 393 |

Upcoming Events

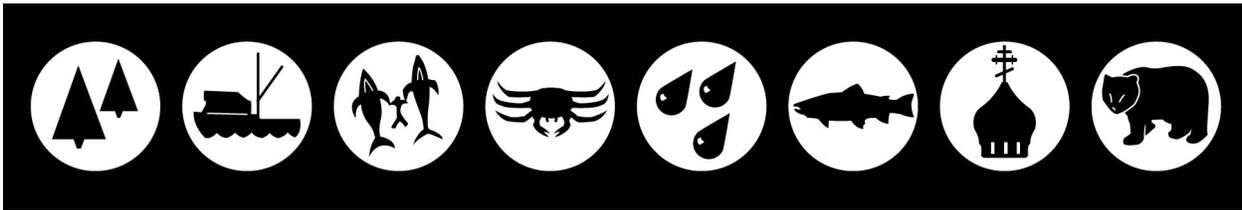
- March 16-20 – Spring Break
- March 23 – Track Begins
- March 26 – PM Assembly – Guest Speaker Chaz Perez
- March 31 – 5th graders to visit KMS
- April 3 – 6th & 7th Grade Spring Fling Dance
- April 6 – PM Pep Rally – State Assessment Intro & Grade Level Games
- April 8 & 9 – AK Star ELA Assessment
- April 15 & 16 – AK Star Math Assessment
- April 21-23 – AK Star Science Assessment for 8th Graders

Academics / Assessments

- Tier 2 & tier 3 interventions in ELA and math are being given to all 3 grade levels during our FLEX period.
- ACCESS testing finished in early March for ELAP students.
- 50 selected 8th graders participated in the NAEP assessment on March 10th.
- Students that failed core academic classes in quarters 1 or 2 were placed in academic recovery after school during the third quarter. Students were assigned a skill plan on IXL aligned to the standards in their core class. Once students complete their skill plan, their failing grade is changed to a 60%.

Instructional Highlights

- The 8th grade science fair was a huge success. The foyer was packed with students from all elementary schools, the middle school, and the high school during the day. The evening was full of community members and proud parents.



- Students in STEM flex completed an egg drop challenge. Students were excited to build a basket to successfully keep their egg intact when dropped from the stairwell.
- 6th grade science students worked on presentations about real-world phenomena. Many students chose to construct mountains and volcanos to enhance their presentations.
- 8th grade students have been math tutoring other students in grades 6-8 during Flex.
- Students in our computer arts elective have been coding their own webpages.
- Mrs. King submitted multiple entries in the Duck Stamp competition.

Social Emotional Learning

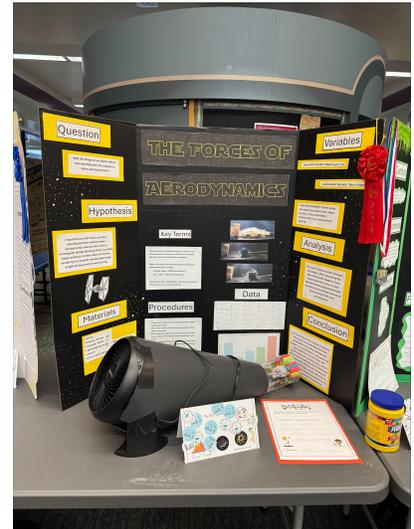
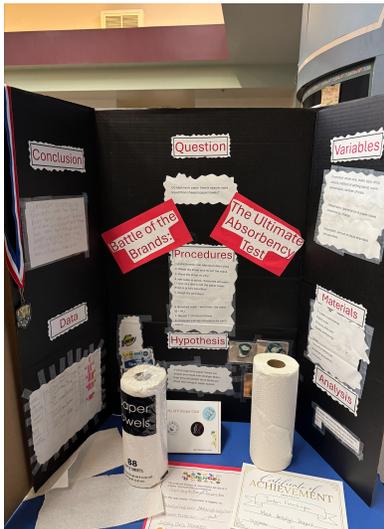
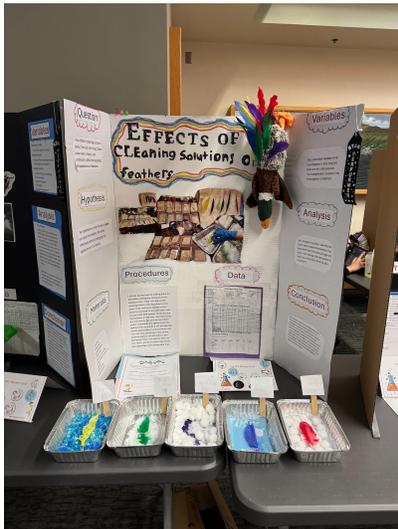
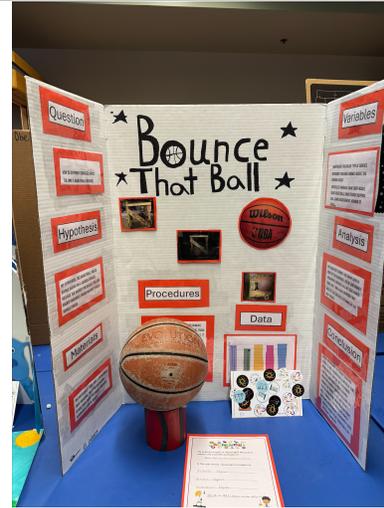
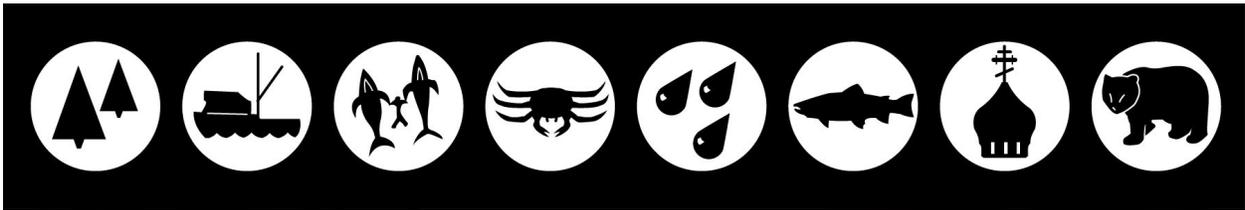
- Counselors continue to visit classrooms to provide Tier 1 SEL instruction.
- Counselors have Tier 2 FLEX classes to meet SEL needs.
- Lunch Bunch is offered weekly for 6th grade students on Wednesdays.
- Lunch Bunch will be starting for 7th and 8th graders in April.

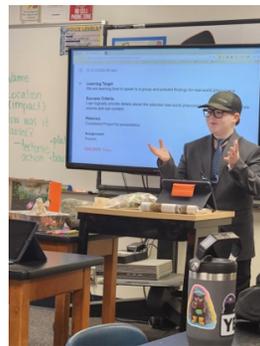
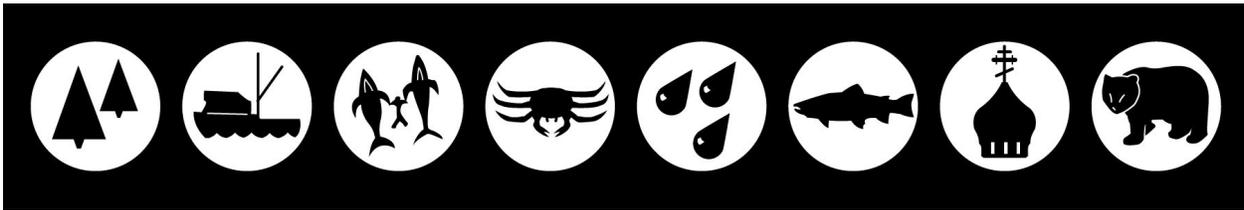
PTA / PTSA News

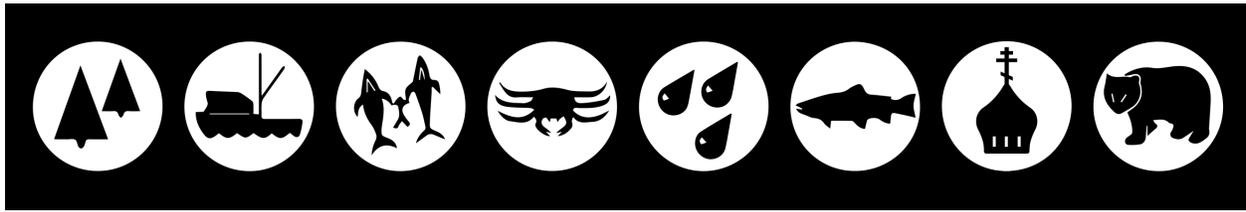
- PTSA provided dinner for the second night of parent teacher conferences.
- PTSA has been helping with the KMS mural. The mural is almost done and ready to be installed.

Other News

- Members from the USCGC Frederick Mann came to volunteer at KMS. They helped paint some of the walls on the first floor and are hoping to come back to volunteer some more.
- 6 KMS students were recognized by the Rotary Club on February 24th. The students recognized were the KMS students of the quarter for each grade during quarters 1 & 2.
- NYO started at KMS on March 2nd.
- KMS Drama Club starts rehearsals for their Spring Show, When Bad Things Happen to Good Actors. One of our KMS students is acting as assistant director for the show.







Main Monthly Board Report

March 2026

Regular Board Meeting

PRINCIPAL MESSAGE

Main Elementary Monthly Update to the Board of Education

Main Elementary continues to move forward in positive ways as we strengthen learning and community within our school. Our **Main Clubs** continue to be a highlight for students, providing opportunities to explore interests, build relationships, and connect with peers and staff in meaningful ways.

A special thank you goes to **Ms. Victoria** for her planning and leadership during **Read Across America Week**. Students and staff embraced the spirit week activities and celebrated the joy of reading together.

Our **Night at the Museum** fundraiser was a wonderful success. The event provided fun and free activities for students and families and was made possible through the generous support of volunteers from across our Kodiak community. We are grateful for the many parents, staff members, and community partners who helped make the evening memorable for our students.

Our fourth and fifth grade students were also inspired during their visit to the **Kodiak Middle School Science Fair**, which sparked excitement and curiosity around science and future learning opportunities.

As we look ahead, we are preparing for **Spring Break**, followed by two weeks of **water safety and swimming lessons at the pool** for our students. We will also be preparing for our **spring assessment window** as we continue supporting student growth and achievement.

I always look forward to working alongside the team at Main and deeply appreciate the community of educators who are grounded in love and support for our students and for one another.



CAMPUS ENROLLMENT

| | | | | |
|-----------------------|--------------|----------|---------------|------------|
| Fourth | Arneson 26 | Black 25 | DeJournett 26 | Neri 23 |
| Fifth | Gundersen 26 | Holen 25 | Powers 26 | Simpler 23 |
| TOTAL Students | 200 | | | |

UPCOMING EVENTS

March 2026

- Spring Conferences on Monday, March 9, 2026 & Tuesday, March 10, 2026 (see schedule below)
- March 11, 2026- Early Out
- March 16, 2026- March 20, 2026 SPRING BREAK
- March 23, 2026- March BOE Meeting
- March 23, 2026- April 3, 2026- Main Elementary Swim Weeks/ Swim Safety Lessons

INSTRUCTIONAL HIGHLIGHTS

Instructional Insights – Main Elementary

Counseling

In counseling, students have learned about personal safety and what to do to keep themselves safe if they ever encounter abuse or know someone in an unsafe situation. Students have learned the “Protect Yourself Rules” and specific action steps towards safety. Class lessons included videos from fightchildabuse.org and learning about online safety. Students have been learning about “Digital Citizenship” and making healthy choices while using electronic devices. Students are learning about healthy technology habits, like taking breaks from screens, balancing device time with other activities, and making thoughtful choices about what they watch and play. They have also been learning about being responsible and kind online. Students are working every day to be their best selves, with a focus on showing kindness and compassion toward others. They are learning what it means to be a good and caring person and how their choices help create a positive and supportive community at Main Elementary!

Fourth Grade Summary

Fourth grade students continue to work hard building their skills in both math and literacy. In math, students are learning to add and subtract fractions with like denominators and are beginning to apply those skills to solve fraction word problems using models and strategies from Reveal and IXL. In ELA, students are writing narrative pieces focused on the salmon life cycle, using sequencing and descriptive details to tell the story of the alevin stage. Students are also strengthening their reading fluency and decoding skills through REWARDS, Lexia, and small group Tier 2 support. It has been great to see our fourth graders growing in confidence as readers, writers, and mathematicians.

Fifth Grade Summary

Fifth grade students are deepening their understanding of fractions as they learn to add and subtract fractions with unlike denominators. Using the Reveal Math curriculum, students are practicing how to find common denominators, create equivalent fractions, and represent their thinking with models and number lines, including work with mixed numbers. In ELA, students are participating in literature circle discussions, strengthening their comprehension and communication skills as they discuss their reading with peers. It has been great to see our fifth graders growing in their confidence as mathematicians and thoughtful readers.

FLYERS

FEBRUARY 27, 2026

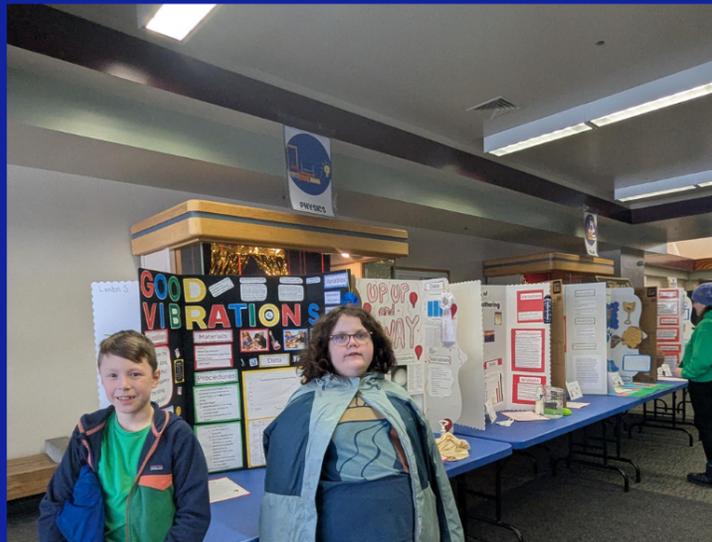
MAIN ELEMENTARY

Night at the Museum

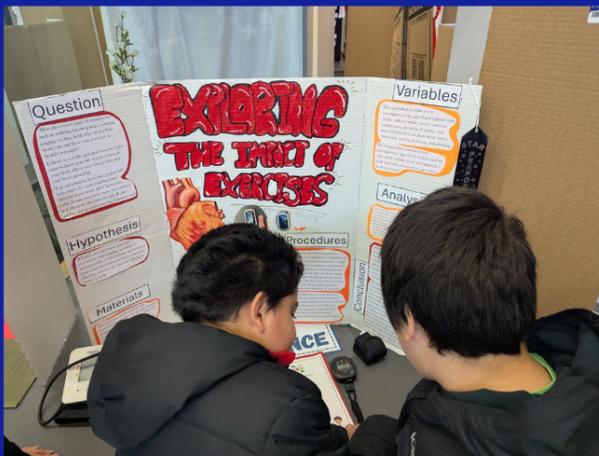




Team Main



Main Elementary thanks KMS Students for their hard work on their science projects



School Board Report for March 2026

Ouzinkie School

Enrollment

| | |
|------------------|----------------|
| Elementary | |
| Kinder | Leinberger - 1 |
| 1st | Leinberger - 1 |
| 2nd | 0 |
| 3rd | Leinberger - 2 |
| 4th | 0 |
| 5th | Leinberger - 1 |
| Secondary | |
| 6th | Bryans - 3 |
| 7th | Bryans - 4 |
| 8 th | Bryans - 2 |
| 9th | 0 |
| 12th | Bryans - 1 |
| Total Enrollment | 15 |

Upcoming Events:

Academics: Alutiiq Week; NAEP testing, spring testing

SEL:

Choose Respect March, first week of April

Alutiiq Week in 2026 will focus on Alutiiq values and subsistence.

Instructional Highlights:

Students in the elementary class continue to enjoy their lessons with Mystery Science. They have also been learning about geography of the United States with many hands-on activities and lessons. Students are working diligently on their reading and math skills.

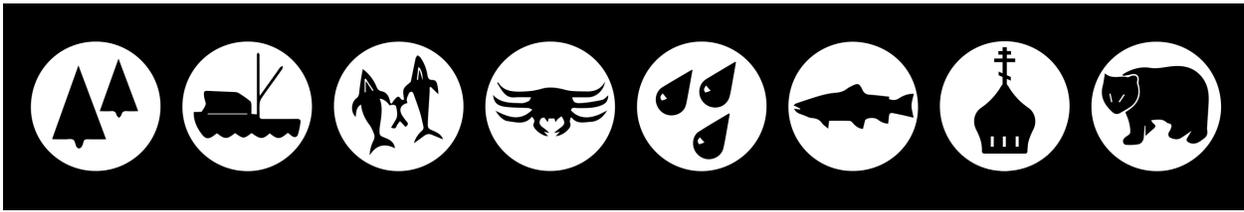
Secondary students are working their way through a unit on drama in their ELA and English classes. They have written some wonderful scenes and are learning to work together as a theater ensemble. There is a nice connection between this and the teamwork we've been developing in our basketball unit for PE.

ASB:

- The next ASB meeting is scheduled for March 10, 2026.

Other:

- Bear Awareness program – presented by Amy Peterson on March 11, 2026.
- Parent-Teacher Conferences – March 11 and 12
- Student basketball game – March 12



Peterson Monthly Board Report

September 23, 2025 of Regular Board Meeting

CAMPUS ENROLLMENT

| | | |
|-----------------------|----------------------|-----------------------|
| Kindergarten | Melissa Johnson – 14 | Kristi Lonheim – 11 |
| First | Stacey Button – 14 | Erin Saliba – 18 |
| Second | Margie Coons – 18 | Lindsay Biladeau – 20 |
| Third | Lianne Reyes – 14 | Ann McWethy – 18 |
| Fourth | Chris Hicks – 19 | Emily Milligan – 20 |
| Fifth | Maggie Schmitt – 26 | |
| TOTAL Students | 192 | |



Enrollment for the 2026-2027 school year is now open. About 1/3 of Peterson students leave each year and around the same number of students take their place. Returning students may complete the process through the Returning Student Enrollment section in the PowerSchool Parent Portal. New student enrollment is also available via the district website at <https://www.kibsd.org/enrollment/>. Enrollment recruiting is done in partnership with the USCG who encourages families to enroll as soon as they have orders. This process helps us to predict next years class numbers.

Several engaging school-wide projects includes the Iditarod-themed IditaREAD reading challenge began on February 16 and continues through March 27, with students tracking reading minutes to reach checkpoints and earn rewards. The PTA Coin Race fundraiser, supporting a new school sign, student activities, and school spirit, runs from February 23 to March 6. The free Book Fair was open in the Peterson Elementary Library on March 9 and 10 during Parent-Teacher Conferences. Read Across America week is was March 2 through March 6, featuring daily themed reading days with special dress-up opportunities.

Looking ahead, author visitors Casey Silver and Dimi Macheras will present sessions at various sites from April 2 through April 4, sponsored by the KIBSD Migrant Education Program. The K-5 Spring Music Concert, "Sing the World this Spring," is set for Wednesday, April 8 at 6:00 p.m. in the Gerald C. Wilson Auditorium. Finally, student water safety training sessions at the City Pool will occur between April 20 and May 1, with classes attending two sessions during the school day; parent volunteers with cleared background checks are needed to support the program.

UPCOMING EVENTS

March 2026

MAR 16, 2026

 [Spring Break](#)

MAR 17, 2026

 [Spring Break](#)

 [St. Patrick's Day](#)

MAR 18, 2026

 [Spring Break](#)

MAR 19, 2026

 [Spring Break](#)

MAR 20, 2026

 [Spring Break](#)

MAR 24, 2026

[Fire Drill](#)

2:15pm - 2:45pm AKDT

MAR 25, 2026

[*tentative* KMS- 5th grade Music Festival](#)

9:00am - 11:30am AKDT

[📅 Early Out- Assessment Proctor Training](#)

2:00pm - 3:00pm AKDT

MAR 27, 2026

[Field Trip- Kindergarten- Touch Tank/Alutiiq Museum](#)

9:00am - 12:00pm AKDT

[Schmitt- Kodiak College Field Trip](#)

9:30am - 2:00pm AKDT

[Field Trip- Coons- Touch Tank](#)

12:00pm - 2:30pm AKDT

[🐧 Puffins on Ice PTA Event](#)

5:30pm - 7:30pm AKDT

MAR 31, 2026

[Schmitt- KMS Tour for 6th Grade](#)

9:10am - 11:00am AKDT

April 2026

APR 1, 2026

[Monthly PTA Meeting](#)

5:00pm - 5:30pm AKDT

APR 2, 2026

[Schmitt- KMS Counselor Visit](#)

1:30pm - 2:00pm AKDT

APR 3, 2026

[Field Trip- Kindergarten- New Fire Station](#)

9:15am - 11:00am AKDT

[TENTATIVE Chickaloonies Workshop](#)

11:30am - 12:00pm AKDT

APR 8, 2026

[🎵 Spring Concert](#)

[🎵 Rehearsal- Spring Concert](#)

8:55am - 11:30am AKDT

APR 10, 2026

[Kindergarten- Field Trip to Wildlife Refuge Center](#)

11:50am - 1:00pm AKDT

APR 13, 2026

[// Peterson Monthly Potluck - Soups & Salads](#)

[Tsunami Evacuation Drill](#)

9:30am - 10:00am AKDT

[Girl Scouts of Alaska](#)

6:00pm - 7:00pm AKDT

APR 17, 2026

[Kindergarten- Field Trip to Hospital](#)

8:50am - 1:30pm AKDT

[History/Culture Field Trip- Biladeau & McWethy](#)

9:30am - 1:30pm AKDT

APR 20, 2026

[🚤 Water Safety- Saliba/Coons](#)

APR 21, 2026

[Water Safety- Saliba/Biladeau](#)

APR 22, 2026

[Water Safety- Milligan/Hicks/Schmitt](#)

[OSDL- Reyes](#)

9:00am - 12:00pm AKDT

[🌍 Earth Day](#)

11:00am - 11:30am AKDT

[📅 Early Out- District PLC \(East\)- month at a glance review](#)

2:00pm - 3:00pm AKDT

APR 23, 2026

[Water Safety- Button/Coons](#)

[Field Trip- Kindergarten- Near Island](#)

10:30am - 1:30pm AKDT

APR 24, 2026

[Water Safety- Button/Biladeau](#)

APR 27, 2026

[Water Safety- Johnson/Reyes](#)

[Field Trip- McWethy- OSDL/Russian Orthodox Church](#)

9:00am - 2:30pm AKDT

APR 28, 2026

[Water Safety- Lonheim/McWethy](#)

APR 29, 2026

[Water Safety- Hicks/Milligan, Schmitt](#)

2:00pm - 3:00pm AKDT

APR 30, 2026

[Water Safety- Johnson/Reyes](#)

PTA NEWS

The PTA continues to support classrooms with fundraising activities, providing guidance and resources to help generate funds for classroom needs and projects. Efforts to raise money for the new school sign is still a focus. Community involvement in these initiatives is greatly appreciated as we work toward this exciting improvement.

Mark calendars for the upcoming family event, "Puffins on Ice," hosted at the local rink on March 27th. Families can look forward to skating fun, along with hot dogs and hot chocolate available for enjoyment. Puffins on Ice is an annual PTA event which provides a wonderful chance to connect, have fun, and just hang out together.

OTHER NEWS

[#57 - Mrs. Nori, gym teacher
interview by Madilyn](#)

MAR 11



[Give the Feedback
please take this survey](#)

MAR 10 • [DAMON HARGRAVES](#)



[Spring Parent Teacher Conferences
come for a visit](#)

MAR 9 • [DAMON HARGRAVES](#)



[#56 - Ms. Schmitt's Woody Island 5th Grade Trip](#)
[interview by Joannetta, Watson, & Madilyn](#)

MAR 3 • [DAMON HARGRAVES](#)





READ ACROSS America



March 2 - March 6

MONDAY: Hats Off to Reading Day

Read your favorite book and wear your favorite hat.



TUESDAY: Inspirational People Day

Read a book about an inspirational person and wear something to show who or what inspires you.



WEDNESDAY: Wacky Wednesday

Read a funny book and wear wacky clothes: mismatched or backwards socks or clothes or silly hair.



THURSDAY: Celebrate YOU Day

Read a book about a different culture. Wear something to represent our school, your family's culture or hometown.



FRIDAY: Reading Rainbow Day

Read a comforting book and wear a grade level color to complete our school rainbow.
Kindergarten: red 1st: blue 2nd: orange 3rd: yellow 4th: green 5th: violet

Student Water Safety Training



CITY OF KODIAK AQUATICS CENTER

APRIL 20TH-MAY 1ST

Peterson classes will attend (2) sessions in town at the City Pool during the school day.

***PARENT VOLUNTEERS ARE NEEDED!**



Volunteers must have cleared background checks in the KIBSD Visitor Aware System.



SPRING BREAK DAY CAMP 2026

March 16 - March 20
7:30 AM - 6:00 PM
East School-Age Child Development Program
Ages 5 - 12
*age 5 must be enrolled in kindergarten.

STEM
Arts & Crafts
Indoor/Outdoor
Active Play

Scan to Register



\$75 per day or
\$300.00* (for all 5 days)

*Discounts available for KIBSD employee, Military and Siblings.

Financial Assistance Available!

907-942-6723 kodiakkids@ymcaalaska.org 720 Egan Way, Suite 102



KIBSD
2026-2027



Returning Student Enrollment Now Open!

Log onto your PowerSchool Parent Portal:
• Returning Student Enrollment

Announcing the start of the
2026 Peterson Elementary
IditaREAD

The Alaska Iditarod is a 1000-mile-long sled dog race starting in Anchorage and ending in Nome.

READ BOOKS TO TAKE YOU ALONG THE IDITAROD TRAIL!

Kindergarten-1st: 15 minutes = 1 checkpoint

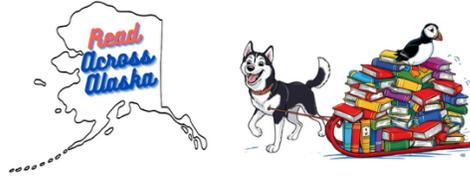
2nd-3rd: 20 minutes = 1 checkpoint

4th-5th: 1 minute = 1 mile

Keep track of the minutes you spend reading at school and at home.
Report your minutes each day on your tracker.

Make it to certain checkpoints along the way to earn library treasure.
The classroom with the most total miles wins library free time!

This challenge starts February 16 & ends on March 27.
Please contact Ms. Megan in the Library with any questions,
or email megan.nault@kibsd.org



KIBSD
2026-2027
New Student Enrollment
Now Open!

<https://www.kibsd.org/enrollment/>



You are invited to a
BATTLE
OF THE
BOOKS
BASH

You've read, you've studied, you've battled-
and now it's time to celebrate!

Join us at the library as we honor all the hard work,
teamwork, and great reading from our
Battle of the Books participants.

Come enjoy games, activities, snacks and plenty of
bookish fun! We're so proud of you!

Date: March 5th
Time: 3:30
Location:
Kodiak Public
Library



CHICKALOONIES

Author Visit

Schedule:

- April 2nd, Thursday
 - Morning Session- East
 - Afternoon Session- Chiniak
- April 3rd, Friday
 - Morning Session- Main
 - Afternoon Session- Peterson
- April 4th, Saturday
Islander Bookstore

Casey Silver and Dimitri Macheras will be in town on April 2, 3 and 4, 2026

That is Exciting!!!

Sponsored by:
KIBSD Migrant Ed Program

FREE BOOK FAIR

MARCH 9 & 10
Open during Parent-Teacher Conferences

Peterson Elementary Library

Vaccine Clinics

Local. Quick. Trusted.

Adult & Pediatric Vaccines Available

SATURDAY MARCH 14

9:00 AM - 4:30 PM

Mill Bay Health Center
2414 Mill Bay Road

To Schedule Your Appointment Call
(907) 486-9870

Walk-ins are welcome during open clinic hours. However, there might be a shorter waiting time for scheduled patients.

At KANA, we believe vaccines are a safe and effective way to stay healthy, but we encourage you to learn more by visiting trusted vaccine educational resources, such as vaccineinformation.org and chop.edu/vaccine-education-center.

Got questions about vaccines? Your KANA Medical Care Team is here to help.

PETERSON ELEMENTARY'S

COIN RACE

February 23 - March 6

HOW IT WORKS:

- PENNY = 1 POINT
- NICKEL = 5 POINTS
- DIME = 10 POINTS
- QUARTER = 25 POINTS
- \$1 BILL = 100 POINTS
- \$5 BILL = 500 POINTS
- \$10 BILL = 10,000 POINTS!

EVERY COIN & BILL ADDS POINTS TO YOUR CLASS!

WIN A PIZZA PARTY!
GOLD MEDAL CLASS WINS A PIZZA PARTY!

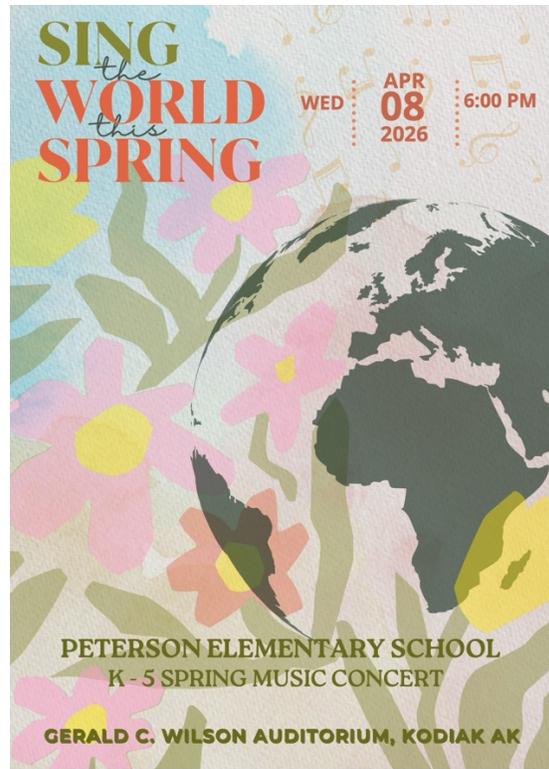
RAISING FUNDS FOR:

- A NEW SCHOOL SIGN
- STUDENT ACTIVITIES & PROGRAMS
- BUILDING SCHOOL SPIRIT!

SUPPORT YOUR SCHOOL & GO FOR THE GOLD!

LET THE WINTER GAMES BEGIN!

BROUGHT TO YOU BY THE PETERSON PTA!



Puffin Press
Peterson Elementary, Kodiak



Sign up now for the Peterson Elementary Newsletter. Keep tabs on current events, upcoming plans, and celebrations.

A graphic for a newsletter sign-up. It features a stack of newspapers. A blue banner at the top left contains the text "Puffin Press" in a white, serif font and "Peterson Elementary, Kodiak" in a smaller, white, sans-serif font. To the right is a black and white QR code. Below the newspapers, a blue banner contains the text "Sign up now for the Peterson Elementary Newsletter. Keep tabs on current events, upcoming plans, and celebrations." in a white, sans-serif font.

Port Lions Monthly Board Report March - Regular Board Meeting

Campus Enrollment

| Grade | # of students | Teacher |
|----------------|---------------|-----------------|
| Kinder | 4 | Deming |
| 1st | 3 | Deming |
| 2nd | 1 | Deming |
| 3rd | 2 | Deming |
| 4th | 2 | Deming |
| 5th | 3 | Stockard/Geraño |
| 6th | 3 | Stockard/Geraño |
| 7th | 3 | Stockard/Geraño |
| 8th | 3 | Stockard/Geraño |
| 9th | 0 | Stockard/Geraño |
| 10th | 1 | Stockard/Geraño |
| 11th | 4 | Stockard/Geraño |
| 12th | 0 | Stockard/Geraño |
| TOTAL Students | 29 | |

Upcoming Events

- March 3: Nurses Visit
- March 5: K/2 Battle of the Book District Battle
- March 7: Kodiak Wrestling Tournament
- March 9-12: High School College Trip
- March 13: Amy Peterson Visit; bear safety
- March 16-20: Spring Break
- March 17: ASB Meeting
- March 25-26: Parent Teacher Conferences
- March 27: Mystery Reader

Instructional Highlights

Port Lions students have been learning about wetlands, conservation, and waterfowl! They are participating in the Federal Junior Duck Stamp competition this year, creating their own conservation message and drawing their own duck stamp. They've done well practicing all the parts of waterfowl from their wings, feet, and bills!

Our K/2 Battle of the Books team took 2nd place in the district battle out of 8 teams!

The salmon eggs in Mr. S' room have hatched, and the fish are swimming around with their yolk sacs! Soon they'll be ready for fish food and in the beginning of May they'll be ready to be released!

Social Emotional Learning

Our word of the month for March is Self-Control. Our student council introduced the word to us using a fun game of Red-Light Green-Light during our monthly Port Lions School Assembly. We have used our community circles to discuss what self-control is using read alouds and practice scenarios.