

Board of Education Special Meeting

Friday, March 13, 2026 Noon

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

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

4. Community Comments

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

5. Action Items

5.a. FY 27 Administrative Contracts

5.b. FY 27 Certificated Non-Tenured Contracts

6. Board Comments

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

7. Adjournment

7.a. Adjournment



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 3.13.26	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Subject:	FY27 Certified Administrative Contracts				
Presenter or Contact Person:	Kim Saunders; Assistant Superintendent				
Summary:	The district will present FY27 Certificated Administrative Contracts for approval.				
Financial Implications:	There are no additional financial impacts to the budget.				
Attachments:	FY27 Certificated Contracts: Administrative 3.13.26.pdf				
Recommendation:	The administration recommends that the School Board approve the FY27 certificated contracts for administrators as presented. All administrators are in good standing and are recommended for rehiring. The table reflects the salary schedule outlined in the current collective bargaining agreement with the Kodiak Administrative Association. A new meet and confer agreement is anticipated for adoption on July 1, 2026, and may require subsequent Board action to reflect any salary adjustments.				
Motion:	Move to approve the FY27 certificated administrative contracts as presented, in the amount of \$1,522,740.39				

Name	FTE	Amount	Row Head	Col Head	Classification
AZUYAK, PEGGY L	1.00	\$141,833.00	YEAR 10	DISTRICT DIRECTOR	Certified Admin
BIEBER, MATTHEW M	1.00	\$139,219.89	YEAR 8	HS PRINCIPAL	Certified Admin
BRUNS, JUDITH	1.00	\$137,568.80	YEAR 7	MS PRINCIPAL	Certified Admin
HARGRAVES, DAMON R	1.00	\$156,229.78	YEAR 5	ASSISTANT SUPERINTENDENT	Certified Admin
HIETALA, ANGELA M	1.00	\$140,878.18	YEAR 9	DISTRICT DIRECTOR	Certified Admin
KLINGLER, DANIEL P	1.00	\$142,299.58	YEAR 8	SPED DIRECTOR	Certified Admin
MORROW, AUDRA A	1.00	\$132,484.13	YEAR 8	ELEM PRINCIPAL	Certified Admin
RANKIN, RENA L	1.00	\$129,614.44	YEAR 6	ELEM PRINCIPAL	Certified Admin
STEWART, KATRINA A	1.00	\$140,878.18	YEAR 9	DISTRICT DIRECTOR	Certified Admin
SUTTON, SABRINA M	1.00	\$128,069.18	YEAR 5	ELEM PRINCIPAL	Certified Admin
SYMMES, KATHRYN A	1.00	\$133,665.23	YEAR 9	HS ASSISTANT PRINCIPAL	Certified Admin

TOTAL \$1,522,740.39



Board Agenda Item

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

Board Mtg. Date 3.13.26	Reports of the Superintendent	Action Item	Consent Agenda	Reports, Routine Monthly	Other
Subject:	FY27 Certified Non-Tenured Contracts				
Presenter or Contact Person:	Kim Saunders; Assistant Superintendent				
Summary:	The district will present FY27 Non-Tenured Certificated Contracts for approval.				
Financial Implications:	There are no additional financial impacts to the budget.				
Attachments:	FY27 Certificated Contracts: Non-Tenured 3.13.26.pdf				
Recommendation:	The administration recommends that the School Board approve the FY27 certificated contracts for non-tenured teachers as presented. All teachers are in good standing and are recommended for rehiring. The table reflects the salary schedule outlined in the current collective bargaining agreement with the Kodiak Borough Education Association. A newly negotiated collective bargaining agreement, if ratified by the Association and approved by the Board, will take effect July 1, 2026, and may require subsequent Board action to reflect any salary adjustments.				
Motion:	Move to approve the FY27 certificated non-tenured contracts as presented, in the amount of \$3,435,386.63				

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Name	FTE	Amount	Row Head	Col Head	Classification
ACEBUCHE, RHISSAN B	1.0	\$80,571.42	STEP 7	BA 36 / MA 0	Certified Non-Admin
ARNESON, AMY M	1.0	\$84,552.99	STEP 15	BA 36 / MA 0	Certified Non-Admin
BAKER, ANDREW W	1.0	\$61,656.56	STEP 2	BA 0	Certified Non-Admin
BILADEAU, LINDSAY K	1.0	\$82,562.73	STEP 8	BA 36 / MA 0	Certified Non-Admin
BLACK, OSHIANA S	1.0	\$68,625.64	STEP 2	BA 36 / MA 0	Certified Non-Admin
BRYANS, ESTELLA K	1.0	\$87,539.43	STEP 9	BA 54 / MA 18	Certified Non-Admin
BRYANS, ESTELLA K	0.0	\$2,860.00	[YEAR 4]	5%	Certified Non-Admin
BUTTON, STACEY J	1.0	\$69,620.76	STEP 5	BA 0	Certified Non-Admin
CREELMAN, TIFFANY W	0.5	\$34,312.82	STEP 2	BA 36 / MA 0	Certified Non-Admin
DEJOURNETT, SARA E	1.0	\$68,128.07	STEP 4	BA 0	Certified Non-Admin
DEMING, SHAYLA R	1.0	\$69,620.76	STEP 5	BA 0	Certified Non-Admin
DEMING, SHAYLA R	0.0	\$2,860.00	[YEAR 4]	5%	Certified Non-Admin
ESTRADA, JOECIO V	1.0	\$82,562.73	STEP 8	BA 36 / MA 0	Certified Non-Admin
ESTRADA, JOECIO V	0.0	\$2,860.00	[YEAR 2]	5%	Certified Non-Admin
FORTEZA, JOHN VINCENT K	1.0	\$86,046.74	STEP 8	BA 54/MA 18	Certified Non-Admin
GEQUILAN, DAISY D	1.0	\$76,588.78	STEP 7	BA 18	Certified Non-Admin
GERANO, PAUL	1.0	\$84,552.99	STEP 11	BA 36 / MA 0	Certified Non-Admin
GERANO, PAUL	0.0	\$2,860.00	[YEAR 4]	5%	Certified Non-Admin
GRAMATA, CEASSAR A	1.0	\$82,562.73	STEP 8	BA 36 / MA 0	Certified Non-Admin
GRAY, PAMELA J	1.0	\$94,507.45	STEP 14	MA 36	Certified Non-Admin
GRIZZARD, SARA E	1.0	\$71,113.46	STEP 3	BA 36 / MA 0	Certified Non-Admin
GUTIERREZ, SERJOE O	0.5	\$42,276.50	STEP 9	BA 36 / MA 0	Certified Non-Admin
GUTIERREZ, SERJOE O	0.5	\$42,276.50	STEP 9	BA 36 / MA 0	Certified Non-Admin
HARRISON, TINA F	1.0	\$84,552.99	STEP 9	BA 36 / MA 0	Certified Non-Admin
HOCKEMA, ARAYA J	1.0	\$61,656.56	STEP 2	BA 0	Certified Non-Admin
IRONS, NICOLAS J	1.0	\$61,656.56	STEP 2	BA 0	Certified Non-Admin
ISRAEL, LOVELLA LUCILLE YABA A	1.0	\$90,525.88	STEP 9	MA 36	Certified Non-Admin
KENSHALO, JAMES R	1.0	\$90,525.88	STEP 9	MA 36	Certified Non-Admin
LONHEIM, KRISTI	1.0	\$84,552.99	STEP 10	BA 36 / MA 0	Certified Non-Admin
LUCERO, CECILIA A	1.0	\$65,140.57	STEP 1	BA 36 / MA 0	Certified Non-Admin
LUNA, MICHELLE P	1.0	\$70,615.89	STEP 8	BA 0	Certified Non-Admin
MANCAO, AIMEE G	1.0	\$95,006.08	STEP 9	MA 54	Certified Non-Admin
MILLION, DIANE L	1.0	\$69,620.76	STEP 5	BA 0	Certified Non-Admin
MONTE, CINDY A	1.0	\$98,489.02	STEP 11	MA 54	Certified Non-Admin
MOSELEY, RACHEL	1.0	\$80,571.42	STEP 7	BA 36 / MA 0	Certified Non-Admin
NEPOMUCENO, JOHN G	1.0	\$95,006.08	STEP 9	MA 54	Certified Non-Admin
NEPOMUCENO, JOHN G	0.0	\$2,860.00	[Year 1]	5%	Certified Non-Admin
NEPOMUCENO, ROSELLE R	1.0	\$82,562.73	STEP 8	BA 36 / MA 0	Certified Non-Admin
NEPOMUCENO, ROSELLE R	0.0	\$2,860.00	[Year 1]	5%	Certified Non-Admin
NERI, ESTELA LUCENA M	1.0	\$84,552.99	STEP 10	BA 36 / MA 0	Certified Non-Admin
O'REILLY, BAILEY H	1.0	\$80,571.42	STEP 7	BA 36 / MA 0	Certified Non-Admin
PENARANDA, FRANCIS A	1.0	\$84,055.42	STEP 7	BA 54 / MA 18	Certified Non-Admin
SALIBA, ERIN M	1.0	\$70,615.89	STEP 6	BA 0	Certified Non-Admin
SANGALANG, REGINE S	1.0	\$70,615.89	STEP 7	BA 0	Certified Non-Admin

SANGALANG, REGINE S	0.0	\$2,860.00	[YEAR 2]	5%	Certified Non-Admin
SOLANO, MARJOURIE ANNE D	1.0	\$70,615.89	STEP 6	BA 0	Certified Non-Admin
STOCKARD, KENNETH	1.0	\$65,140.57	STEP 3	BA 0	Certified Non-Admin
STOCKARD, KENNETH	0.0	\$2,860.00	[YEAR 4]	5%	Certified Non-Admin
TINAMBACAN, EMILY R	1.0	\$84,552.99	STEP 11	BA 36 / MA 0	Certified Non-Admin
TINAMBACAN, EMILY R	0.0	\$2,860.00	[YEAR 4]	5%	Certified Non-Admin
TINAMBACAN, NATANIEL D JR	1.0	\$84,552.99	STEP 11	BA 36 / MA 0	Certified Non-Admin
TINAMBACAN, NATANIEL D JR	0.0	\$2,860.00	[YEAR 4]	5%	Certified Non-Admin
TROSVIG, SAMANTHA A	1.0	\$65,140.57	STEP 3	BA 0	Certified Non-Admin
WORTHAM, CHARLES	1.0	\$69,620.76	STEP 5	BA 0	Certified Non-Admin
WORTHAM, SAMANTHA S	1.0	\$76,588.78	STEP 8	BA 18	Certified Non-Admin

TOTAL \$3,435,386.63