

Board of Education Special Meeting

Thursday, February 5, 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. Tenured Contracts

5.b. Non-Tenured Special Education Contracts

5.c. Leave of Absence

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

Board Mtg. Date	Reports of the Superintendent	Action Item	Consent Agenda	Reports, Routine Monthly	Other
Subject:	FY27 Certified Tenured Contracts				
Presenter or Contact Person:	Kim Saunders; Assistant Superintendent				
Summary:	The district will present FY27 Certificated Contracts for approval.				
Financial Implications:	There are no additional financial impacts to the budget.				
Attachments:	FY27 Certificated Contracts: Tenured 2.5.26.pdf				
Recommendation:	The administration recommends that the School Board approve the FY27 certificated contracts for tenured teachers as presented. All teachers are in good standing and are recommended for rehire. 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 tenured contracts as presented, in the amount of \$9,376,040.85.				

Name	FTE	Amount	Row Head	Col Head	Classification
ALLEN, DAVID M	1	\$71,322.05	STEP 8	BA 0	Certified Non-Admin
ASH, SPERRY C	1	\$90,426.06	STEP 14	BA 54 / MA 18	Certified Non-Admin
BARNES, TYLER J	1	\$71,322.05	STEP 11	BA 0	Certified Non-Admin
BECHTOL, GEOFF A	1	\$102,992.76	STEP 20	MA 54	Certified Non-Admin
BENDER, ELIZABETH J	1	\$91,431.14	STEP 17	BA 54 / MA 18	Certified Non-Admin
BENNETT, MALCOLM V	1	\$79,365.90	STEP 6	BA 36 / MA 0	Certified Non-Admin
BIEBER, CRISTINA K	0	\$8,088.08	[Year 4]	SPECIALIST	Certified Non-Admin
BIEBER, CRISTINA K	1	\$102,992.76	STEP 20	MA 54	Certified Non-Admin
BLAIR, HUNTER D	1	\$87,912.29	STEP 5	MA 54	Certified Non-Admin
BRUCE, SARA R	0.5	\$51,496.38	STEP 20	MA 54	Certified Non-Admin
BURTON, TRACI S	0	\$4,621.76	[Year 1]	8%	Certified Non-Admin
BURTON, TRACI S	1	\$77,354.67	STEP 13	BA 18	Certified Non-Admin
CHILDERS, AMY L	1	\$95,956.14	STEP 9	MA 54	Certified Non-Admin
CHILDERS, AMY L	0	\$8,088.08	[Year 4]	SPECIALIST	Certified Non-Admin
CLARIDGE, MONICA T	1	\$100,982.61	STEP 16	MA 54	Certified Non-Admin
CLARK, BIANCA M	0	\$4,621.76	[Year 1]	8%	Certified Non-Admin
CLARK, BIANCA M	1	\$71,824.59	STEP 4	BA 18	Certified Non-Admin
COBURN, SARAH T	1	\$77,354.67	STEP 15	BA 18	Certified Non-Admin
COONS, EDITH M	1	\$102,992.76	STEP 20	MA 54	Certified Non-Admin
CORRIERE, HEATHER B.	1	\$95,452.52	STEP 13	MA 36	Certified Non-Admin
COTTAM, AARON	0.5	\$42,699.26	STEP 9	BA 36 / MA 0	Certified Non-Admin
COTTAM, AARON	0.5	\$42,699.26	STEP 9	BA 36 / MA 0	Certified Non-Admin
DALE, ANNA T	0	\$4,621.76	[Year 1]	8%	Certified Non-Admin
DALE, ANNA T	1	\$79,365.90	STEP 6	BA 36 / MA 0	Certified Non-Admin
DAVIS, ASHLEY A	0	\$4,621.76	[Year 1]	8%	Certified Non-Admin
DAVIS, ASHLEY A	1	\$90,426.06	STEP 12	BA 54 / MA 18	Certified Non-Admin
DAVIS, MITCHELL E	1	\$71,322.05	STEP 9	BA 0	Certified Non-Admin
DE ASIS, NORILYN L	1	\$85,398.52	STEP 9	BA 36 / MA 0	Certified Non-Admin
DEVRIES, CATHERINE M	1	\$102,992.76	STEP 20	MA 54	Certified Non-Admin
DRUCKER WILLIAMS, MICHELLE	1	\$100,982.61	STEP 12	MA 54	Certified Non-Admin
DRUCKER WILLIAMS, MICHELLE	0	\$8,088.08	[Year 4]	SPECIALIST	Certified Non-Admin
DUNLOP, BETH E	1	\$80,370.98	STEP 5	BA 54 / MA 18	Certified Non-Admin
ELVEHJEM, MARN R	1	\$71,322.05	STEP 7	BA 0	Certified Non-Admin
FOGLE, JORDAN J	1	\$86,907.21	STEP 8	BA 54 / MA 18	Certified Non-Admin
FOX, JASON E	0	\$2,888.60	[Year 1]	5%	Certified Non-Admin
FOX, JASON E	1	\$100,982.61	STEP 15	MA 54	Certified Non-Admin
FUERST, NICOLE D	1	\$87,409.74	STEP 20	BA 36 / MA 0	Certified Non-Admin
GAIL, MARILYN J	1	\$101,988.75	STEP 18	MA 54	Certified Non-Admin
GANNON, JACQUELINE D	1	\$95,452.52	STEP 11	MA 36	Certified Non-Admin
GANNON, JACQUELINE D	0	\$8,088.08	[Year 4]	SPECIALIST	Certified Non-Admin
GASPER, ANGELA T	0	\$8,088.08	[Year 4]	SPECIALIST	Certified Non-Admin
GASPER, ANGELA T	1	\$90,426.06	STEP 12	BA 54 / MA 18	Certified Non-Admin
GLENN, LINDSEY L	1	\$97,463.76	STEP 20	MA 36	Certified Non-Admin
GRIFFIN, MELISSA A	1	\$95,452.52	STEP 14	MA 36	Certified Non-Admin
GUNDERSEN, KARLY L	1	\$97,463.76	STEP 20	MA 36	Certified Non-Admin
HARGRAVES, HEIDI E	1	\$95,452.52	STEP 15	MA 36	Certified Non-Admin
HARRINGTON, BRENDAN M	1	\$79,365.90	STEP 6	BA 36 / MA 0	Certified Non-Admin
HEITMAN, TONYA E	1	\$102,992.76	STEP 20	MA 54	Certified Non-Admin
HICKS, CHRISTIAN J	1	\$87,409.74	STEP 20	BA 36 / MA 0	Certified Non-Admin

HINMAN, MICHAEL R	1	\$85,398.52	STEP 14	BA 36 / MA 0	Certified Non-Admin
HINMAN, RACHEL K	1	\$100,982.61	STEP 14	MA 54	Certified Non-Admin
HOADLEY, NANCY N	0	\$4,621.76	[Year 1]	8%	Certified Non-Admin
HOADLEY, NANCY N	1	\$86,907.21	STEP 8	BA 54 / MA 18	Certified Non-Admin
HOLEN, TAYLOR L	1	\$85,398.52	STEP 9	BA 36 / MA 0	Certified Non-Admin
HOWARD, SONDR A E	1	\$83,388.36	STEP 8	BA 36 / MA 0	Certified Non-Admin
JACKSON, ALEXIS V	1	\$102,992.76	STEP 20	MA 54	Certified Non-Admin
JACKSON, BENJAMIN S	1	\$102,992.76	STEP 20	MA 54	Certified Non-Admin
KEYSE, MOLLY J	0	\$4,621.76	[Year 2]	8%	Certified Non-Admin
KEYSE, MOLLY J	1	\$74,840.90	STEP 4	BA 36 / MA 0	Certified Non-Admin
KING, KRISTINE M	1	\$95,452.52	STEP 11	MA 36	Certified Non-Admin
KNIGHT, KIMBERLEY J	1	\$101,988.75	STEP 18	MA 54	Certified Non-Admin
KNUTZEN, AMANDA L	0	\$4,621.76	[Year 2]	8%	Certified Non-Admin
KNUTZEN, AMANDA L	1	\$84,895.97	STEP 7	BA 54 / MA 18	Certified Non-Admin
KONDRO, STEFANIE R	1	\$91,431.14	STEP 19	BA 54 / MA 18	Certified Non-Admin
KORROW, KATHRYN L	1	\$101,988.75	STEP 17	MA 54	Certified Non-Admin
KORROW, KATHRYN L	0	\$8,088.08	[Year 4]	SPECIALIST	Certified Non-Admin
KOUREMETIS, MEGAN	0.5	\$35,661.03	STEP 13	BA 0	Certified Non-Admin
KRIMMEL, DAVID J	0	\$2,888.60	[Year 1]	5%	Certified Non-Admin
KRIMMEL, DAVID J	1	\$93,943.84	STEP 8	MA 54	Certified Non-Admin
KYER, ELIZABETH L	0	\$8,088.08	[Year 4]	SPECIALIST	Certified Non-Admin
KYER, ELIZABETH L	1	\$79,365.90	STEP 6	BA 36 / MA 0	Certified Non-Admin
LEINBERGER, SHEILA A	1	\$87,409.74	STEP 20	BA 36 / MA 0	Certified Non-Admin
LEINBERGER, SHEILA A	0	\$2,888.60	[Year 2]	5%	Certified Non-Admin
LEISURE, JC M	1	\$71,322.05	STEP 12	BA 0	Certified Non-Admin
LHOTKA, FREYA H	1	\$100,982.61	STEP 16	MA 54	Certified Non-Admin
LONGRICH, KELLY E	1	\$95,452.52	STEP 12	MA 36	Certified Non-Admin
LOVICK, SHERRI C	0	\$8,088.08	[Year 4]	SPECIALIST	Certified Non-Admin
LOVICK, SHERRI C	1	\$85,398.52	STEP 13	BA 36 / MA 0	Certified Non-Admin
LOYOLA, SHERYL M	1	\$85,398.52	STEP 12	BA 36 / MA 0	Certified Non-Admin
LUKIN, VALERIE D	1	\$85,398.52	STEP 11	BA 36 / MA 0	Certified Non-Admin
MALLOY, JOHN M	0.33	\$30,504.31	STEP 20	BA 54 / MA 18	Certified Non-Admin
MALLOY, JOHN M	0.33	\$30,504.31	STEP 20	BA 54 / MA 18	Certified Non-Admin
MALLOY, JOHN M	0.34	\$31,428.68	STEP 20	BA 54 / MA 18	Certified Non-Admin
MCCORMACK, KRISTEN A	1	\$95,956.14	STEP 9	MA 54	Certified Non-Admin
MCWETHY ANN	1	\$77,354.67	STEP 15	BA18	Certified Non-Admin
MICKELSON, MEAGAN M	1	\$85,398.52	STEP 16	BA 36 / MA 0	Certified Non-Admin
MILLIGAN, EMILY A	1	\$90,426.06	STEP 16	BA 54 / MA 18	Certified Non-Admin
NEAGLEY, MATTHEW D	1	\$97,463.76	STEP 20	MA 36	Certified Non-Admin
NORTON, HEATHER Y	1	\$91,431.14	STEP 18	BA 54 / MA 18	Certified Non-Admin
O'BRIEN, LUCY M	0	\$2,888.60	[Year 1]	5%	Certified Non-Admin
O'BRIEN, LUCY M	1	\$90,426.06	STEP 10	BA 54 / MA 18	Certified Non-Admin
OLIVER, ANNE M	1	\$102,992.76	STEP 20	MA 54	Certified Non-Admin
OTT, DESIRAE L	0	\$8,088.08	[Year 4]	SPECIALIST	Certified Non-Admin
OTT, DESIRAE L	1	\$99,473.91	STEP 11	MA 54	Certified Non-Admin
OTTO, ALEXANDRA	1	\$97,463.76	STEP 20	MA 36	Certified Non-Admin
PEDERSEN, JENNIFER M	1	\$85,398.52	STEP 14	BA 36 / MA 0	Certified Non-Admin
PETERSON, BREANNA S	1	\$93,943.84	STEP 8	MA 54	Certified Non-Admin
POWERS, SARAH T	1	\$93,442.36	STEP 10	MA 36	Certified Non-Admin
PRUITT, CALISTA M	0	\$4,621.76	[Year 1]	8%	Certified Non-Admin

PRUITT, CALISTA M	1	\$97,463.76	STEP 10	MA 54	Certified Non-Admin
PYSHER, CHAD A	1	\$102,992.76	STEP 20	MA 54	Certified Non-Admin
RAISLEY, ERIC D	1	\$102,992.76	STEP 20	MA 54	Certified Non-Admin
RAISLEY, KIMBERLY A	1	\$92,437.29	STEP 20	BA 54 / MA 18	Certified Non-Admin
SAFRONOVA, DARIA G	0.5	\$40,185.49	STEP 5	BA 54 / MA 18	Certified Non-Admin
SAFRONOVA, DARIA G	0.5	\$40,185.49	STEP 5	BA 54 / MA 18	Certified Non-Admin
SAGER, MARTHA J	1	\$77,354.67	STEP 15	BA 18	Certified Non-Admin
SANFORD, AMANDA V	1	\$100,982.61	STEP 13	MA 54	Certified Non-Admin
SANFORD, AMANDA V	0	\$8,088.08	[Year 4]	SPECIALIST	Certified Non-Admin
SCHMITT, MARGARET E	1	\$100,982.61	STEP 14	MA 54	Certified Non-Admin
SILVA-JOHNSON, TANIA V	1	\$84,895.97	STEP 7	BA 54 / MA 18	Certified Non-Admin
SIMPLER, BRETT A	1	\$102,992.76	STEP 20	MA 54	Certified Non-Admin
SIMPLER, KATHERINE C	1	\$102,992.76	STEP 20	MA 54	Certified Non-Admin
SKIDMORE, JENNIFER I	1	\$95,452.52	STEP 15	MA 36	Certified Non-Admin
SORINO, MARYJANE P	1	\$85,398.52	STEP 12	BA 36 / MA 0	Certified Non-Admin
SPECHT, DANIELLE R	0	\$4,621.76	[Year 2]	8%	Certified Non-Admin
SPECHT, DANIELLE R	1	\$92,437.29	STEP 20	BA 54 / MA 18	Certified Non-Admin
STANFORD, JENNIFER L	1	\$71,322.05	STEP 6	BA 0	Certified Non-Admin
STARK, CHRISTINA B	1	\$85,398.52	STEP 13	BA 36 / MA 0	Certified Non-Admin
STEELE, NICHOLAS P	1	\$90,426.06	STEP 11	BA 54 / MA 18	Certified Non-Admin
STEWART, JEREMIAH I	1	\$71,322.05	STEP 11	BA 0	Certified Non-Admin
STOOTHOFF, JAMIE T	1	\$89,922.44	STEP 6	MA 54	Certified Non-Admin
STOOTHOFF, JAMIE T	0	\$8,088.08	[Year 4]	SPECIALIST	Certified Non-Admin
THOMAS, ROY E	1	\$77,354.67	STEP 12	BA 18	Certified Non-Admin
THORPE, KIMBERLY J	0	\$4,621.76	[Year 1]	8%	Certified Non-Admin
THORPE, KIMBERLY J	1	\$95,452.52	STEP 11	MA 36	Certified Non-Admin
UPDEGRAFF, KATHERINE J	1	\$85,398.52	STEP 14	BA 36 / MA 0	Certified Non-Admin
UPDEGRAFF, KATHERINE J	0	\$8,088.08	[Year 4]	SPECIALIST	Certified Non-Admin
VALLADOLID, SIMPLICIO E JR	1	\$85,398.52	STEP 10	BA 36 / MA 0	Certified Non-Admin
VERGARA, ROLYN GRACE D	1	\$83,388.36	STEP 8	BA 36 / MA 0	Certified Non-Admin
WAGNER, JENNA MARI	0	\$2,888.60	[Year 1]	5%	Certified Non-Admin
WAGNER, JENNA MARI	1	\$95,452.52	STEP 13	MA 36	Certified Non-Admin
WEGMAN-LAWLESS, FRANCIS TREVOR	0	\$4,621.76	[Year 2]	8%	Certified Non-Admin
WEGMAN-LAWLESS, FRANCIS TREVOR	1	\$89,922.44	STEP 8	MA 36	Certified Non-Admin
WOLCOTT, TIMOTHY R Jr	0	\$4,621.76	[Year 2]	8%	Certified Non-Admin
WOLCOTT, TIMOTHY R Jr	1	\$100,982.61	STEP 16	MA 54	Certified Non-Admin
ZELENAK, KERRI L	1	\$97,463.76	STEP 10	MA 54	Certified Non-Admin
		\$9,376,040.85			



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:	FY27 Certified Non-Tenured Special Education Contracts				
Presenter or Contact Person:	Kim Saunders; Assistant Superintendent				
Summary:	The district will present FY27 Certificated Non-Tenured Special Education Contracts for approval.				
Financial Implications:	There are no additional financial impacts to the budget.				
Attachments:	FY27 Certificated Non-Tenured Sped Contracts.pdf				
Recommendation:	The administration recommends that the School Board approve the FY27 certificated contracts for non-tenured special education teachers as presented. All teachers are in good standing and are recommended for rehire. 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 special education contracts as presented, in the amount of \$660,475.04				

Name	FTE	Amount	Row Head	Col Head	Classification
FINLEY, JAMIE LEE F	0	\$4,576.00	[Year 1]	8%	Certified Non-Admin
FINLEY, JAMIE LEE F	1	\$75,343.43	STEP 3	BA 54 / MA 18	Certified Non-Admin
GRAMATA, HARLENE M	0	\$4,576.00	[Year 1]	8%	Certified Non-Admin
GRAMATA, HARLENE M	1	\$81,377.13	STEP 7	BA 36 / MA 0	Certified Non-Admin
GUSTAFSON, SHANNON K	0	\$4,576.00	[Year 1]	8%	Certified Non-Admin
GUSTAFSON, SHANNON K	1	\$73,836.89	STEP 5	BA 18	Certified Non-Admin
MABRAS, SHEILA D	0	\$4,576.00	[Year 2]	8%	Certified Non-Admin
MABRAS, SHEILA D	1	\$91,431.14	STEP 9	MA 36	Certified Non-Admin
PETERSON, AMY M	0	\$4,576.00	[Year 2]	8%	Certified Non-Admin
PETERSON, AMY M	1	\$65,791.98	STEP 3	BA 0	Certified Non-Admin
PIERSON, JOSEPHINE	0	\$4,576.00	[Year 4]	8%	Certified Non-Admin
PIERSON, JOSEPHINE	1	\$65,791.98	STEP 1	BA 36 / MA 0	Certified Non-Admin
SISON, MARIA LOURDES CARMELA	0	\$4,576.00	[Year 2]	8%	Certified Non-Admin
SISON, MARIA LOURDES CARMELA	1	\$84,895.97	STEP 7	BA 54 / MA 18	Certified Non-Admin
WILLIS, ANNA C	0	\$4,576.00	[Year 1]	8%	Certified Non-Admin
WILLIS, ANNA C	1	\$85,398.52	STEP 10	BA 36 / MA 0	Certified Non-Admin

\$660,475.04

January 28, 2026

Dear KIBSD Administration and Board Members,

I would like to formally and respectfully request a leave of absence for the 2026/2027 school year.

For the past six years I have had the privilege to work as an occupational therapist with students from across our district through the special education services department. It has been a true honor to work alongside so many amazing special education teams in different buildings with some truly extraordinary students. During this time, my family also grew, with the most recent addition of my second daughter this past August.

My request for a leave of absence is primarily personal, with the desire to spend more time with my family and be more present for my girls during their early development. As you may know, childcare is difficult to come by in our community, especially for children under the age of two. I hope to offset my family's need for this through a leave of absence. Additionally, a leave of absence would allow me valuable time to seek out professional development as an occupational therapist, such as advanced coursework and mentorship that I have not been able to complete or obtain while working full-time for our district.

Thank you so much for your consideration of this request and I am happy to answer any additional questions or concerns you may have regarding it.

Sincerely,



Dr. Brianna Cooper, OTD, OTR/L
Occupational Therapist
Districtwide Special Education Services
Kodiak Island Borough School District
Brianna.cooper@kibsd.org

January 31, 2026

Dear KIBSD Administration and Board Members,

I am writing to formally request a year of leave of absence for the 2026-2027 school year.

I am incredibly grateful for the support and community that KIBSD provides for its staff. For the past year and a half, teaching has been a vital and fulfilling part of my life, and I intend to return to my position with KIBSD when I am able to in a way that is sustainable both personally and professionally.

At this time, my request is based on family and mental health considerations. At the beginning of this calendar year, my husband I welcomed our first child into this world, and we are currently trying to navigate parenting a newborn. With all postpartum periods, there is a risk of postpartum depression and anxiety, and unfortunately, I currently find myself struggling with both as I am trying to just to manage being a parent. Managing and thriving both as a professional and as a parent is currently not possible for myself in the current state of things. My students deserve the best, and a teacher who is burnout and has their mind entirely focused on others things is not a teacher who can help students grow, learn, and thrive.

A year of leave would allow me to focus on my children's early development, seek support for my mental health, and to return to teaching as a more present, balanced, and effective educator.

Thank you for your time, understanding, and continued support. I am happy to provide any additional information needed.

With gratitude,

Sarah Adrion
Kodiak High School

January 23, 2025

Dear Audra. KIBSD Administration and School Board,

My name is Rebecca Jones. I am finishing my fifth-year teaching with the district, with three years in Special Education and 2 years in ELAP.

Due to both medical and personal needs within my family, I am requesting a year's leave of absence.

I am planning to return to work for the 2027-2028 school year.

Thank you for your time and service to the community of Kodiak and for considering my request.

Respectfully,

Rebecca Jones

Rebecca.jones@kibsd.org

907-539-1967



Board Agenda Item

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

Board Mtg. Date 1.5.26 SM	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:	FY27 Leave of Absence Requests				
Presenter or Contact Person:	Kim Saunders, Assistant Superintendent				
Summary:	These requests for leave of absence are for the 26-27 school year. The requests have been made within the timeline outlined in the negotiated agreement.				
Financial Implications:	There is no financial implication to the budget.				
Attachments:	<u>One- year requests:</u> FY27 Cooper Leave of Absence Request.pdf FY27 Leave of Absence Request Jones.pdf FY27 Leave of Absence Request Adrion.pdf				
Recommendation:	Administration supports the requests for a yearlong leave of absence for Breanna Cooper, Rebecca Jones, and Sarah Adrion for the 2026-2027 school year.				
Motion:	Move to approve the one-year leave of absence request for Breanna Cooper for the 2026-2027 school year. Move to approve the one-year leave of absence request for Sarah Adrion for the 2026-2027 school year.				

Move to approve the one-year leave of absence request for Rebecca Jones for the 2026-2027 school year.