

# Board of Education Work Session

Monday, April 6, 2026 6:30 PM

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

## 1. KIBSD Board of Education

### 2. General Meeting Information

2.a. Call to Order

2.b. Legal Statements

**Speaker (s) :** Board President

2.c. Alutiiq Land Acknowledgment

**Speaker (s) :** Board President

2.d. Public Notification of Recording

**Speaker (s) :** Board President

### 3. Community Comments

3.a. Community Comments

**Speaker (s) :** Board President

### 4. Student Representative Report

4.a. Student Representative Report

### 5. Program Presentations

5.a. Budget Advisory Committee Update

5.b. Utilities, Freezer, and Snow Removal Update

### 6. Discussion Items

6.a. FY 27 Activities Fees

**Speaker (s) :** Dr. Cyndy A. Mika, Superintendent

6.b. Board Policy Review - BP 5131.9 *Academic Honesty* and BP 5030 *School Safety and Discipline*

6.c. FY 27 Budget

6.d. E-rate Discussion

6.e. Expenditure over \$50,000 for Immigration Services

6.f. Revised KIB/KIBSD MOA for Roof Replacement

6.g. FY 27 School Calendar Revision

6.h. FY 28 School Calendar

6.i. Technology Refresh Discussion

### 7. Reports

7.a. Superintendent's Report

**Speaker (s) :** Superintendent

7.b. Board Committee Reports

8. **Board Comments**

8.a. Board Comments

**Speaker (s) :** Board  
President

9. **Adjournment**

10. **Informational Items**

**Speaker (s) :** Board  
President



# 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
4/6/26 WS 3.23.26	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Subject:</b>	<b>KIBSD BUDGET ADVISORY COMMITTEE</b>				
<b>Presenter or Contact Person:</b>	Cyndy Mika, Superintendent				
<b>Summary:</b>	<p>Administration is currently inviting local organizations and community groups and members to serve on the KIBSD Budget Advisory Committee.</p> <p>This committee plays an important role in reviewing and discussing district budget priorities, helping ensure that community perspectives are included in the decision-making process.</p> <p>The first two meetings are scheduled for:</p> <ul style="list-style-type: none"><li>• May 19; 5:00 – 8:00 PM</li><li>• May 20; 5:00 – 8:00 PM</li></ul> <p>Current members consist of:</p> <ul style="list-style-type: none"><li>• Matt Bieber, KIBSD</li><li>• Debbie Refior, KHS Parent/Guardian</li><li>• Heather Routh, KMS Parent/Guardian</li><li>• Sara Morrissey, Peterson Parent/Guardian</li><li>• Jennifer Pederson, East Parent/Guardian</li><li>• Katie Kesling, Main Parent/Guardian</li><li>• Melissa Schoenwehter, KEDC</li><li>• Mike Pfeffer, KANA</li><li>• Peggy Azuyak, Rural/KIBSD Representative</li><li>• Jeffery Woods, Kodiak Island Borough Assembly</li><li>• Mark Vizcocho, Filipino-American Association</li><li>• Elizabeth Bender, KIBSD</li><li>• Val Lukin, KIBSD</li><li>• Julie Coyle, KIBSD</li></ul>				

- Victoria Christiansen, KIBSD

Administration is expecting a USCG member to be appointed in the near future.

**Financial Implications:**

There is no financial implication to the budget.

**Attachments:**

None.

**Recommendation:**

None at this time.

**Motion:**

**No motion is necessary.**



# Utilities and Snow Removal Update

# Utilities:

Expenditures through March 31st: \$1,285,234 (\$1.3M)

Estimated additional spending: \$700,000-\$900,000

## Notes:

- Spending is usually higher in Spring months as winter bills come in.
- Higher fuel usage is expected at Ouzinkie and High School due to electric utility demand.

**Projected FY26 Total Expenditure: \$2,000,000 - \$2,200,000**

FY26 Budgeted Amount: \$2,307,701

**Projected Under Budget: ~ \$100,000 - \$300,000**



# Snow Removal Costs:

Spent through March 10th: \$51,990

Recommended buffer: \$13,000

**Projected FY26 Total: \$65,000**

Detailed Snow Removal Costs	
11/06/25	8000
12/22/25	3115
01/06/26	13740
01/28/26	20750
03/11/26	6385
<b>Total YTD</b>	<b>51990</b>
Add'l March invoice estimated	6500
Possible April snowfall event?	6500
<b>Projected FY26 Total</b>	<b>64990</b>





# Food Services Cold Storage Presentation

# Existing Outdoor Freezers:



Freezer and cooler entry doors have no weather protection - Food Services workers directly access the interior from the outside.



# Close-Up of the Freezer Base Frame



The freezers are sitting on gravel – no pad.  
Settling and shifting of the base frame is apparent, causing  
problems with the door frames and massive air leakage.



Potential  
Location for an  
Indoor  
Freezer/Cooler  
Combination  
Box within our  
Warehouse  
Facility:



Freezer Box  
Example Image  
(AI generated)



# Capital Project Account Request

- ❖ Maintenance Department is finalizing dimensions to provide for an anticipated future reduction in cold storage needs. The other outdoor freezer units will remain in service to ensure no disruption of current needs.
- ❖ Current quotes with dimensions not finalized:

<b>Arctic Refrigeration &amp; Air Conditioning</b>	
Materials	\$ 181,738.83
Installation Labor and Travel	\$ 83,372.34
One-Year Service Warranty	\$ 5,149.78
<b>Total</b>	<b>\$ 270,260.95</b>
<b>Alaska Restaurant Supply</b>	
Materials	\$ 222,816.00
Subcontractor Labor (Maintenance estimate)	\$ 50,000.00
<b>Total</b>	<b>\$ 272,816.00</b>
<b>Full Tilt Mechanical</b>	
Materials (verbal estimate)	\$ 225,000.00
Installation Labor (with 2 maintenance staff as helpers)	\$ 50,000.00
<b>Total</b>	<b>\$ 275,000.00</b>

We request that a capital project account be created, and that funds be designated from FY26 and FY27 operating budgets to total \$300,000.





# 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
05-06-2026	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Subject:</b>	<b>FY27 ACTIVITY FEES</b>				
<b>Presenter or Contact Person:</b>	Dr. Cyndy A. Mika, Superintendent				
<b>Summary:</b>	Campus leadership has made recommendations for revisions to for the FY27 Activity Fees				
<b>Financial Implications:</b>	There are no financial implications to the FY 27 budget.				
<b>Attachments:</b>	FY27 Activity Fees Schedule				
<b>Recommendation:</b>	Administration recommends approval of the FY27 Activity Fees Schedule as submitted.				
<b>Motion:</b>	<b>I move the board approve the FY27 Activity Fees Schedule as submitted.</b>				



## Activity, Class, Material, and Repair Fees Charged to Students FY27 (2026-2027 School Year)

School	Activity	Fee Per Student
<b>Kodiak High School</b>	Athletics:	KHS and AKTeach: \$250 per activity (max \$800/family) Non-AKTeach Homeschool: \$500 per activity
	Activities Travel Fee (outside of Athletics):	\$150
	Class/Lab Fees:	\$30 per semester/enrollment for the following classes <ul style="list-style-type: none"> <li>• Art / AP Studio Art</li> <li>• Audio Video Productions</li> <li>• Auto / Engines and Motors</li> <li>• CNA</li> <li>• Construction Trades</li> <li>• Culinary Arts</li> <li>• Instrument Rental Fee (No fee if the student owns or rents their own instrument)</li> <li>• Kodiak Digital Learning Program (per enrollment)</li> <li>• Photography</li> <li>• Quilting</li> <li>• Visual and Graphic Design</li> <li>• Welding</li> </ul>
	Exams:	PSAT, SAT, ACT: Cost of Exam AP Exams: Cost of Exam
	College Credit:	Dual Credit and other College Courses: Cost of Course
	Devices and Accessories Replacement / Repair:	iPad: \$279 iPad Charger: \$29 iPad Sync Cable: \$29 Keyboard Case: \$40 Crayon: \$21
<b>Fee Waivers</b>	Each fee waiver form covers one activity or class per semester—if you are requesting a waiver for a different sport or class later in the year, a new form must be submitted	





<b>Kodiak Middle School</b>	<p>Athletics:</p> <p>Class/Lab Fees:</p> <p>Devices &amp; Accessories Replacement / Repair:</p>	<p>\$50 per activity</p> <p>\$20 per semester for the following classes:</p> <ul style="list-style-type: none"> <li>• Art</li> <li>• Computer Applications and Coding</li> <li>• Culture Quest</li> <li>• Industrial Arts</li> <li>• Intro to Agriculture</li> </ul> <p>\$25 for Instrument Rental Fee per semester (No fee if the student owns or rents their own instrument)</p> <p>iPad: \$279          iPad Charger: \$19          iPad Sync Cable: \$29          Keyboard Case: \$40          Crayon: \$21</p>
<b>East Elementary</b>	<p>No fees</p>	<p>\$0</p>
<b>Main Elementary</b>	<p>Outdoor Education (5<sup>th</sup> grade)</p> <p>Devices &amp; Accessories Replacement / Repair:</p>	<p>\$75</p> <p>iPad: \$279          Crayon: \$21</p>
<b>Peterson Elementary</b>	<p>Outdoor Education (5<sup>th</sup> grade)</p> <p>Devices &amp; Accessories Replacement / Repair:</p>	<p>\$75</p> <p>iPad: \$279          Crayon: \$21</p>
<b>Rural Schools</b>	<p>Athletic Activities</p> <p>Outdoor Education (5<sup>th</sup> grade)</p>	<p>\$60 per school year</p> <p>\$75</p>
<b>Fee Waivers</b>	<p>Each fee waiver form covers one activity or class per semester—if you are requesting a waiver for a different sport or class later in the year, a new form must be submitted</p>	



ACADEMIC HONESTY

**Key**

Black text – current policy with no suggested changes

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

Red [brackets] – additions to policy suggested by AASB

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

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

Purple – changes made at March 2, 2026 Work Session

Green – changes made at March 23, 2026 Regular 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~~ explicitly 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:**

## SCHOOL DISCIPLINE AND SAFETY

**Key**

Black text – current policy with no suggested changes

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

Red [brackets] – additions to policy suggested by AASB

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

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

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



# Board Agenda Item

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

Board Mtg. Date 04.06.2026	Reports of the Superintendent <input type="checkbox"/>	Action Item <input type="checkbox"/>	Consent Agenda <input type="checkbox"/>	Reports, Routine Monthly <input type="checkbox"/>	Other X
<b>Subject:</b>	<b>FY27 BUDGET DISCUSSION</b>				
<b>Presenter or Contact Person:</b>	Krista Cowley, Chief Financial Officer				
<b>Summary:</b>	<p>FY27 BUDGET DISCUSSION: The presented budget contains the most current and up-to-date information, including Salaries recently ratified in the KBEA Agreement. Numbers may further change as the District continues negotiations with two additional groups. Administration will make recommendations for the FY27 Revenues and Expenditures for final budget approval at the June 15<sup>th</sup> meeting.</p>				
<b>Financial Implications:</b>	<p>BP 3100 states The District shall be prepared annually from the best possible estimates of revenues and expenditures. The Superintendent or designee shall determine the manner in which the budget shall be prepared and shall schedule the budget adoption process in accordance with legal time requirements. A public hearing shall be held prior to the adoption of the budget or a revised budget.</p>				
<b>Attachments:</b>	FY27 Revenues FY27 Expenditures				
<b>Recommendation:</b>	<b>Item is informational only. No motion is necessary.</b>				
<b>Motion:</b>	<b>Item is informational only. No motion is necessary.</b>				

**FY27 PROJECTED REVENUE**

	<b>FY26 Revenue w/ Anticipated \$340 BSA Increase (Adopted 6.17.2025)</b>	<b>+ / -</b>	<b>FY26 Fall Revisions w/ approved \$700 BSA Increase (Revised 11.17.2025)</b>	<b>+ / -</b>	<b>FY26 Winter Revisions w/ Hold Harmless (Anticipated 1.26.2026)</b>	<b>(+/-)</b>	<b>FY27 W/ 3% DECLINE AND 100 INF</b>
<b>LOCAL REVENUE SOURCES:</b>							
Annual Appropriation/InKind	\$ 12,979,556.50	\$ -	\$ 12,979,556.50	\$ -	\$ 12,979,556.50	\$ 1,635,846.50	\$ 14,615,403.00
In-kind Services				\$ -			
Use of Facilities	\$ 20,000.00	\$ -	\$ 20,000.00	\$ -	\$ 20,000.00	\$ -	\$ 20,000.00
Academic Athletic Fees	\$ 70,000.00	\$ -	\$ 70,000.00	\$ -	\$ 70,000.00	\$ -	\$ 70,000.00
Village Rent	\$ 6,000.00	\$ -	\$ 6,000.00	\$ -	\$ 6,000.00	\$ -	\$ 6,000.00
Other & Grant Local Revenue				\$ -			
E-Rate Reimbursements	\$ 2,000,000.00	\$ -	\$ 2,000,000.00	\$ 337,535.20	\$ 2,337,535.20	\$ -	\$ 2,337,535.20
Sub-total Local Sources	\$ 15,075,556.50	\$ -	\$ 15,075,556.50	\$ 337,535.20	\$ 15,413,091.70	\$ 1,635,846.50	\$ 17,048,938.20
<b>STATE SOURCES:</b>							
Foundation	\$ 23,250,563.76	\$ 1,867,144.00	\$ 25,117,707.76	\$ 2,102,853.00	\$ 27,220,560.76	\$ (1,489,054.76)	\$ 25,731,506.00
One Time State Grant money	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
State Military Contract	\$ 879,582.00	\$ -	\$ 879,582.00	\$ -	\$ 879,582.00	\$ -	\$ 879,582.00
PFD Raffle	\$ 8,000.00	\$ -	\$ 8,000.00	\$ -	\$ 8,000.00	\$ -	\$ 8,000.00
Quality Schools	\$ 79,178.00	\$ 205.00	\$ 79,383.00	\$ 4,672.00	\$ 84,055.00	\$ (3,147.00)	\$ 80,908.00
TRS On Behalf	\$ 2,551,293.00	\$ -	\$ 2,551,293.00	\$ 565,458.00	\$ 3,116,751.00	\$ 41,149.00	\$ 3,157,900.00
PERS On Behalf	\$ 456,434.00	\$ -	\$ 456,434.00	\$ 57,702.00	\$ 514,136.00	\$ 161,864.00	\$ 676,000.00
Sub-total State Sources	\$ 27,225,050.76	\$ 1,867,349.00	\$ 29,092,399.76	\$ 2,730,685.00	\$ 31,823,084.76	\$ (1,289,188.76)	\$ 30,533,896.00
<b>FEDERAL SOURCES:</b>							
Impact Aid-Military (thru State)	\$ 2,405,992.00	\$ -	\$ 2,405,992.00	\$ -	\$ 2,405,992.00	\$ (305,992.00)	\$ 2,100,000.00
Impact Aid-Military Spec Ed (thru State)	\$ 31,231.00	\$ -	\$ 31,231.00	\$ -	\$ 31,231.00	\$ 10,769.00	\$ 42,000.00
Department of Defense	\$ 248,393.00	\$ -	\$ 248,393.00	\$ (84,554.00)	\$ 163,839.00	\$ 1,161.00	\$ 165,000.00
Impact Aid-Direct	\$ 4,143.00	\$ -	\$ 4,143.00	\$ -	\$ 4,143.00	\$ 3,857.00	\$ 8,000.00
Sub-total Federal Sources	\$ 2,689,759.00	\$ -	\$ 2,689,759.00	\$ (84,554.00)	\$ 2,605,205.00	\$ (290,205.00)	\$ 2,315,000.00
<b>LOCAL-STATE-FEDERAL REVENUE</b>	<b>\$ 44,990,366.26</b>	<b>\$ 1,867,349.00</b>	<b>\$ 46,857,715.26</b>	<b>\$ 2,983,666.20</b>	<b>\$ 49,841,381.46</b>	<b>\$ 56,452.74</b>	<b>\$ 49,897,834.20</b>
<b>OTHER SOURCES:</b>							
Indirect Cost Factor	\$ 180,000.00	\$ -	\$ 180,000.00	\$ -	\$ 180,000.00	\$ -	\$ 180,000.00
Use of fund balance	\$ 4,972,353.05	\$ (521,851.85)	\$ 4,450,501.20	\$ (1,255,016.14)	\$ 3,195,485.06	\$ (1,298,341.41)	\$ 1,897,143.65
	\$ 654,070.00	\$ -	\$ 654,070.00	\$ (654,070.00)			
Sub-total Other Sources	\$ 5,806,423.05	\$ (521,851.85)	\$ 5,284,571.20	\$ (1,909,086.14)	\$ 3,375,485.06	\$ (1,298,341.41)	\$ 2,077,143.65
<b>TOTAL REVENUE</b>	<b>\$ 50,796,789.31</b>	<b>\$ 1,345,497.15</b>	<b>\$ 52,142,286.46</b>	<b>\$ 1,074,580.06</b>	<b>\$ 53,216,866.52</b>	<b>\$ (1,241,888.67)</b>	<b>\$ 51,974,977.85</b>

<b>Expenditures</b>	\$ 50,796,789.31	\$ 52,142,286.46	\$ 53,216,866.52	\$ 51,974,977.85
<b>Difference between Rev and Exp</b>	\$ -	\$ -	\$ -	\$ -

**KODIAK ISLAND BOROUGH SCHOOL DISTRICT  
FOUNDATION FORMULA  
FY27 PROJECTED W/ 3% DECLINE, HH, AND 100 INF**

SCHOOL	Working enrollment		ADJUSTED ADM
	ADM	*FORMULA	
Akhiok	12.0000	39.60	39.60
Chiniak	17.0000	39.60	39.60
Port Lions	30.0000	55.80 + (1.49*(30 - 30))	55.80
Old Harbor	37.0000	55.80 + (1.49*(37 - 30))	66.23
Ouzinkie	13.0000	39.60	39.60
East	270.0000	326.10 + (.97*(270 - 250))	345.50
Main	185.0000	218.10 + (1.08*(185 - 150))	255.90
Peterson	200.0000	218.10 + (1.08*(200 - 150))	272.10
KMS	360.0000	326.10 + (.97*(360 - 250))	432.80
KHS	490.0000	471.6 + (.92*(490 - 400))	554.40
	<u>1,614.0000</u>		<u>2,101.53</u>
Local ADM	1,614.0000	----->	2,101.53
Correspondence	<u>240.0000</u>	HOLD HARMLESS	2,255.25
	1,854.0000		

**\* District Cost Factor (Cost factor in specific to each school district range from (1.000-2.000))** **1.289**  
 Total After Adjustment for District Cost Factor 2,907.02

**\* Special Needs Factor (Voc ed, Sped (excuding Intensives, GT, Bicultrual))** **1.200**  
 Total After Adjustment for Special Needs Factor 3488.42

**\* Vocational Education Factor (Vocational for students 7-12)** **1.015**  
 Total After Adjustment for Voc Ed Funding Factor 3,540.75

**+ Special Education Intensive Fac** **100 \* 13** **1300**  
 Adjusted Students + Special Educat 0 4,840.75

**+ Correspondence (ADM \* 90)** **ADM: 240.00** **216.000**  
 Total District Adjusted ADM 5,056.75

**\* Base Student Allocation Value (BSAV)** **6660**  
**= Basic Need** **\$33,677,955**

Required Local Effort (.00265 mills x FY24 Full Values) \$6,850,865  
 Full Values \$2,585,231,925  
 Impact Aid 2,323,564  
 Impact Aid Percentage Local required/local budget 46.57%  
 Deductible Impact Aid Impact Aid \*.9 \* x% \$1,095,584

**Regular State Aid (= Basic Need - Required Local Effort - Deductible Impact Aid)** **\$ 25,731,506**

**+ Quality Schools** **\$ 80,908**

**= TOTAL STATE ENTITLEMENT** **\$ 25,812,414**

\* Formula+school size 10-19.99 uses flat 39.60 ADM

**KODIAK ISLAND BOROUGH SCHOOL DISTRICT  
BOROUGH REVENUE CAP ESTIMATE  
REQUIRED AND MAXIMUM LOCAL CONTRIBUTION ESTIMATES  
FY27 PROJECTED W/ 3% DECLINE, HH, AND 100 INF**

Estimated Required Local Contribution Options (The Lesser of the Following Two)

**A. Full Tax Value x 2.65 Mills = \$2,585,231,925 x .00265 = \$6,850,865**

or

B. Basic Need

PY Basic Need x .45% 33,440,792 x 45% = \$15,048,356

Estimated Additional Allowable Local Contribution Options ( The Greater of the Following Two)

**A. 23% of Basic Need = 33,758,863 x .23 = \$7,764,538**

or

B. .002 of Tax Base = \$2,585,231,925 x .002 = \$5,170,464

Estimated Maximum Local Contribution Allowable (The Sum of the Following Two)

Required Local Contribution \$6,850,865

+ Additional Allowable Local \$ 7,764,538

**= Total Estimated Maximum Allowable Local Contribution \$14,615,403**

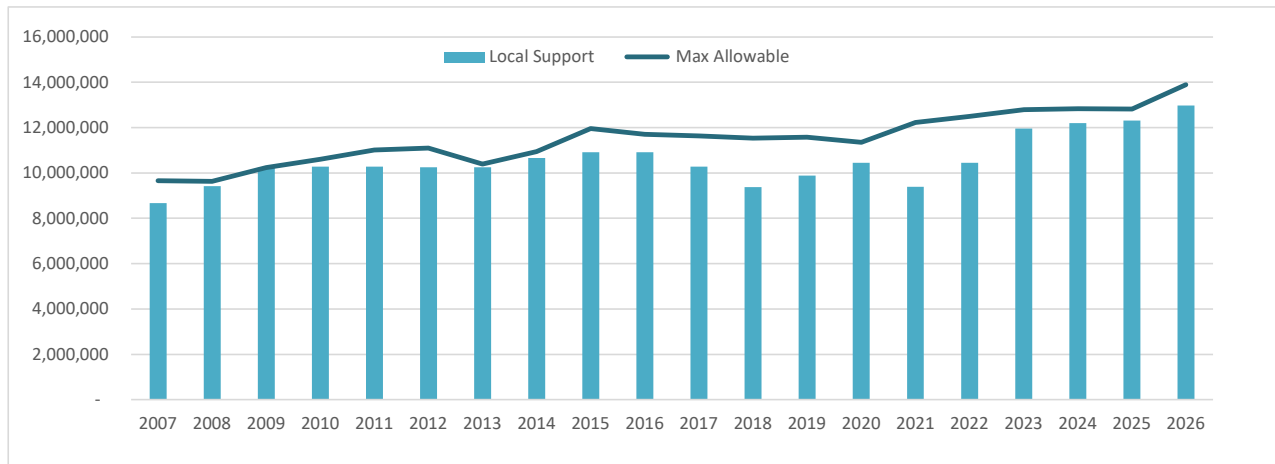
**KIB Support \$ 14,615,403  
Percentage of Maximum 100.00%**

**Amount Below Cap \$0**

Prior Year Support \$ 12,979,556

**KODIAK ISLAND BOROUGH SCHOOL DISTRICT**  
**Local Support History**  
**Information from KIBSD Annual Audits**

<u>Fiscal Year</u>	<u>Appropriation</u>	<u>In-Kind</u>	<u>Local Support</u>	<u>Year-to-Year Difference</u>		<u>Max Allowable</u>	<u>Amount Below the Cap</u>	<u>Percent of Max</u>
2007	7,775,801	895,459	8,671,260	38,820	Actual	9,663,496	992,236	89.73%
2008	8,482,554	937,858	9,420,412	749,152	Actual	9,624,522	204,110	97.88%
2009	9,270,768	972,850	10,243,618	823,206	Actual	10,243,618	-	100.00%
2010	9,343,500	946,850	10,290,350	46,732	Actual	10,612,781	322,431	96.96%
2011	9,494,388	780,962	10,275,350	(15,000)	Actual	11,016,766	741,416	93.27%
2012	9,481,000	769,350	10,250,350	(25,000)	Actual	11,098,280	847,930	92.36%
2013	9,348,500	901,850	10,250,350	-	Actual	10,388,388	138,038	98.67%
2014	9,795,870	853,850	10,649,720	399,370	Actual	10,946,091	296,371	97.29%
2015	10,090,250	815,350	10,905,600	255,880	Actual	11,955,244	1,049,644	91.22%
2016	10,154,238	751,362	10,905,600		Actual	11,705,821	800,221	93.16%
2017	9,366,500	911,000	10,277,500	(628,100)	Actual	11,630,705	1,353,205	88.37%
2018	8,947,500	430,000	9,377,500	(900,000)	Actual	11,537,978	2,160,478	81.28%
2019	9,460,244	430,000	9,890,244	512,744	Actual	11,579,181	1,688,937	85.41%
2020	10,025,244	430,000	10,455,244	565,000	Actual	11,345,168	889,924	92.16%
2021	8,960,089	430,000	9,390,089	(1,065,155)	Actual	12,226,547	2,836,458	76.80%
2022	10,025,244	430,000	10,455,244	1,065,155	Actual	12,492,896	2,037,652	83.69%
2023	11,405,244	550,000	11,955,244	1,500,000	Actual	12,798,209	842,965	93.41%
2024	11,655,244	550,000	12,205,244	250,000	Actual	12,835,778	630,534	95.09%
2025	11,666,558	650,000	12,316,558	111,314	Actual	12,814,579	498,021	96.11%
2026	12,329,557	650,000	12,979,557	662,999	Adopted	13,891,877	912,321	93.43%



**FY27 PROJECTED EXPENDITURES**

Account Number	Description	FY26 Expenditures w/ Anticipated \$340 BSA Increase (Adopted 6.17.2025)	+ / -	FY26 Fall Revisions Expenditures w/ approved \$700 BSA Increase (Revised 11.17.2025)	+ / -	FY26 Winter Revisions w/ Hold Harmless (Adopted 1.26.2026)	+ / -	FY27 Projected Expenditures
100.000.000.0000.310.0000	CERTIFIED. SALARIES	\$ 16,804,958.23	\$ (645,849.57)	\$ 16,159,108.66	\$ -	\$ 16,159,108.66	\$ (711,071.66)	\$ 15,448,037.00
100.000.000.0000.320.0000	CLASSIFIED WAGES	\$ 8,512,760.23	\$ 555,293.71	\$ 9,068,053.94	\$ -	\$ 9,068,053.94	\$ 297,741.06	\$ 9,365,795.00
100.000.000.0000.330.0000	CLASSIFIED, TEA	\$ 171,375.00	\$ -	\$ 171,375.00	\$ -	\$ 171,375.00	\$ (21,375.00)	\$ 150,000.00
100.000.000.0000.340.0000	CLASSIFIED, OVERTIME	\$ 80,000.00	\$ -	\$ 80,000.00	\$ -	\$ 80,000.00	\$ -	\$ 80,000.00
100.000.000.0000.360.0000	EMPLOYEE BENEFITS	\$ 15,753,262.00	\$ 1,165,351.55	\$ 16,918,613.55	\$ -	\$ 16,918,613.55	\$ 229,998.45	\$ 17,148,612.00
100.000.000.0000.380.0000	HOUSING ALLOWANCE	\$ 78,000.00	\$ 14,428.00	\$ 92,428.00	\$ -	\$ 92,428.00	\$ 7,572.00	\$ 100,000.00
100.000.000.0000.390.0000	TRANSPORTATION ALLOWANCE	\$ 53,000.00	\$ 10,573.46	\$ 63,573.46	\$ -	\$ 63,573.46	\$ 2,426.54	\$ 66,000.00
<b>Sub-Total Personnel</b>		<b>\$ 41,453,355.46</b>	<b>\$ 1,099,797.15</b>	<b>\$ 42,553,152.61</b>	<b>\$ -</b>	<b>\$ 42,553,152.61</b>	<b>\$ (194,708.61)</b>	<b>\$ 42,358,444.00</b>
100.000.000.0000.410.0000	PROF'L/TECHNICAL SERVICES	\$ 757,107.00	\$ -	\$ 757,107.00	\$ (8,500.00)	\$ 748,607.00	\$ (141,500.00)	\$ 607,107.00
100.000.000.0000.420.0000	STAFF TRAVEL	\$ 210,449.00	\$ -	\$ 210,449.00	\$ (3,800.00)	\$ 206,649.00	\$ (36,200.00)	\$ 170,449.00
100.000.000.0000.425.0000	STUDENT TRAVEL	\$ 411,683.85	\$ -	\$ 411,683.85	\$ 10,836.56	\$ 422,520.41	\$ (10,836.56)	\$ 411,683.85
100.000.000.0000.430.0000	UTILITIES/ENERGY	\$ 4,591,374.00	\$ -	\$ 4,591,374.00	\$ 337,535.20	\$ 4,928,909.20	\$ (337,535.20)	\$ 4,591,374.00
100.000.000.0000.440.0000	OTHER PURCHASED SERVICES	\$ 1,251,733.00	\$ -	\$ 1,251,733.00	\$ (34,698.10)	\$ 1,217,034.90	\$ 34,698.10	\$ 1,251,733.00
100.000.000.0000.450.0000	SUPPLIES/MEDIA/MATERIALS	\$ 1,609,370.00	\$ -	\$ 1,609,370.00	\$ 390,115.43	\$ 1,999,485.43	\$ (144,115.43)	\$ 1,855,370.00
100.000.000.0000.490.0000	OTHER EXPENSES	\$ 78,817.00	\$ -	\$ 78,817.00	\$ (30,210.00)	\$ 48,607.00	\$ 30,210.00	\$ 78,817.00
100.000.000.0000.510.0000	EQUIPMENT	\$ -	\$ -	\$ -	\$ 96,679.35	\$ 96,679.35	\$ (96,679.35)	\$ -
100.000.000.0000.550.0000	TRANSFERS TO OTHER FUNDS	\$ 432,900.00	\$ 245,700.00	\$ 678,600.00	\$ 316,621.62	\$ 995,221.62	\$ (345,221.62)	\$ 650,000.00
<b>Sub-total Non Personnel</b>		<b>\$ 9,343,433.85</b>	<b>\$ 245,700.00</b>	<b>\$ 9,589,133.85</b>	<b>\$ 1,074,580.06</b>	<b>\$ 10,663,713.91</b>	<b>\$ (1,047,180.06)</b>	<b>\$ 9,616,533.85</b>
Total Expense		<b>\$ 50,796,789.31</b>	<b>\$ 1,345,497.15</b>	<b>\$ 52,142,286.46</b>	<b>\$ 1,074,580.06</b>	<b>\$ 53,216,866.52</b>	<b>\$ (1,241,888.67)</b>	<b>\$ 51,974,977.85</b>



# Internet, E-Rate, and BAG

Presented by: Walter Barnes and Krista Cowley

Date: April 6, 2026

# What is E-Rate (aka USAC or Universal Service Administrative Co.)?

E-rate is where eligible schools and libraries may receive discounts on telecommunications, telecommunications services, and Internet access, as well as internal connections, managed internal broadband services and basic maintenance of internal connections.

Discounts range from 20 to 90 percent and are based on the poverty level of the schools. Rural schools and libraries may also receive a higher discount. Recipients must pay some portion of the service costs.

The Universal Service Fund (USF) consists of money collected from telecommunications companies that is dedicated to fulfilling the goals of universal service. Telecommunications companies are required to make universal service contributions under the Telecommunications Act of 1996. USAC administers the collection of these contributions, then also administers the disbursement of USF money through four USF programs: Lifeline, E-Rate, High Cost, and Rural Health Care.



# What is KIBSD's E-Rate?

KIBSD's E-rate reimbursement rate is 70% based off the following factors:

- Determine the total number of students eligible for the National School Lunch Program (NSLP) in the school district.
- Determine the total number of students in the school district.
- Divide the first number by the second number to get the percentage of students eligible for NSLP in the school district.
- Using this percentage and the urban or rural status of the school district, find the appropriate C1 and C2 discount for the school district in the discount matrix.

You'll see this reimbursement as a revenue to KIBSD, offsetting some of the expenditures of KIBSD's internet services by 70%.



# What is the difference between Category 1 and Category 2?

## Category One:

Data Transmission Services and/or Internet Access

470 is submitted every time we go out to bid for Internet Access contracts

471 is submitted every year for confirmation of the contracted services and requests for E-Rate funding

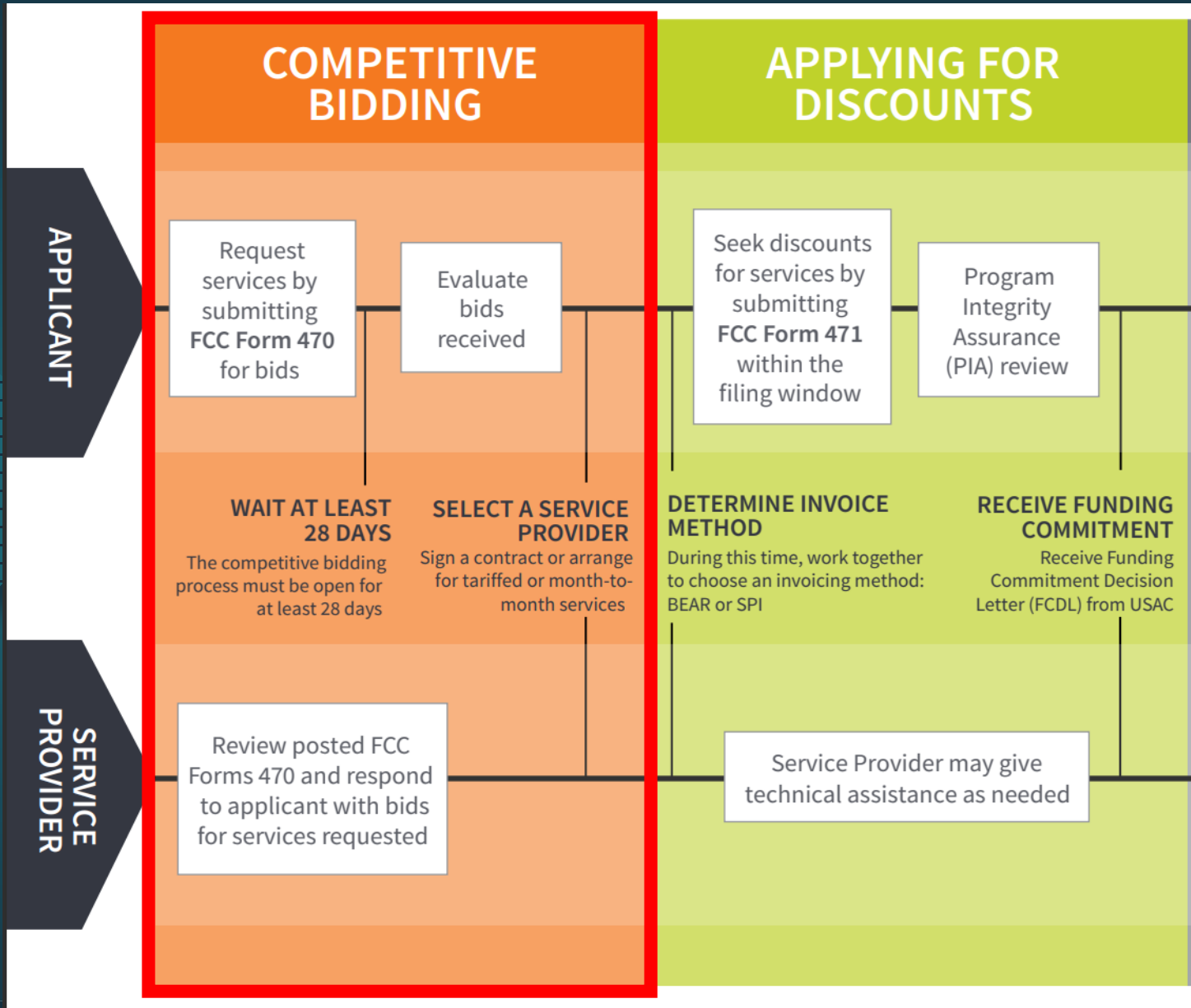
## Category Two:

Internal Connections (IC), Managed Internal Broadband Services (MIBS), and Basic Maintenance of Internal Connections (BMIC)

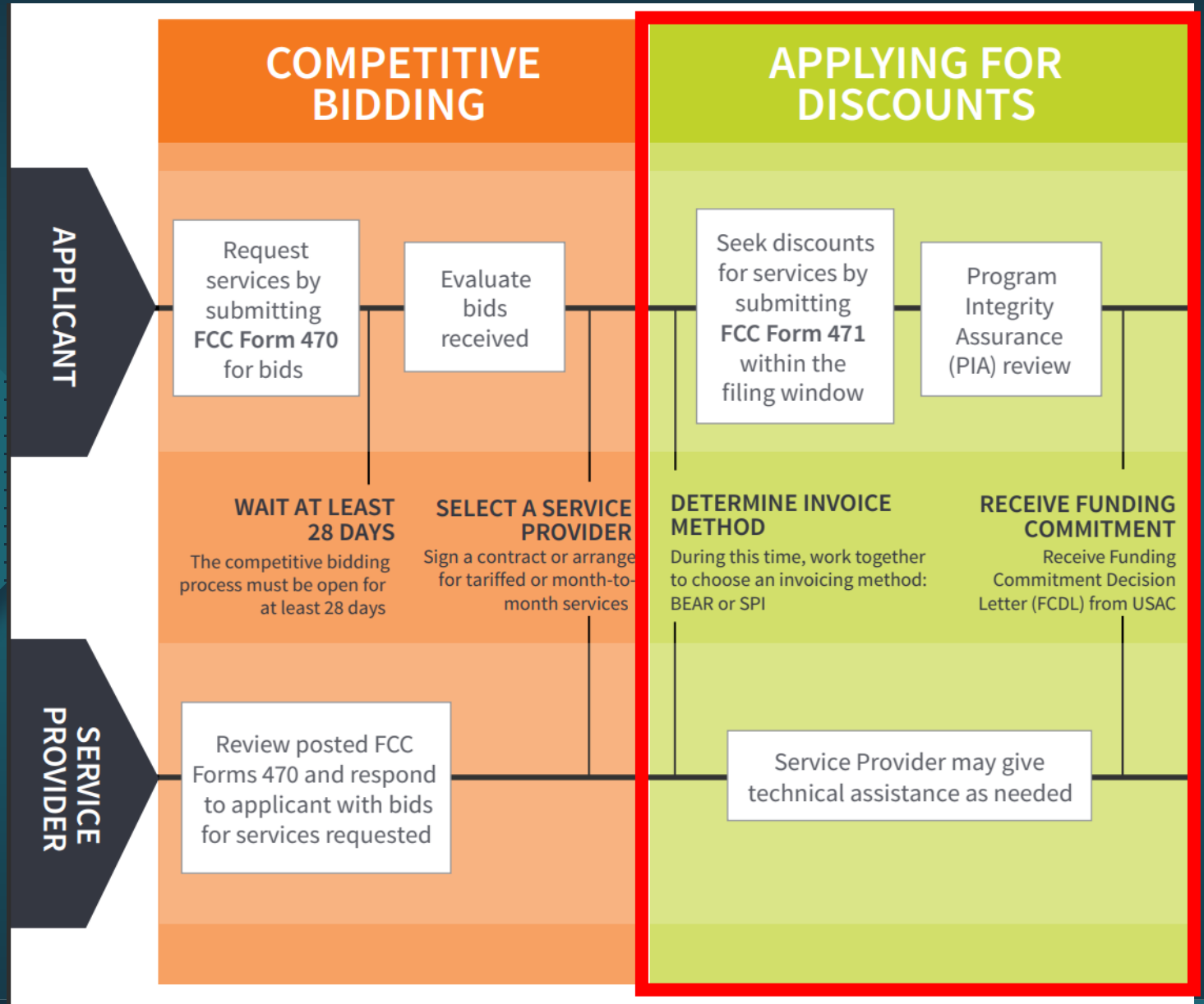
Funding is allocated every 5 years, to be spent in a 5 year timeframe



# Step 1: Competitive Bidding (Form 470)



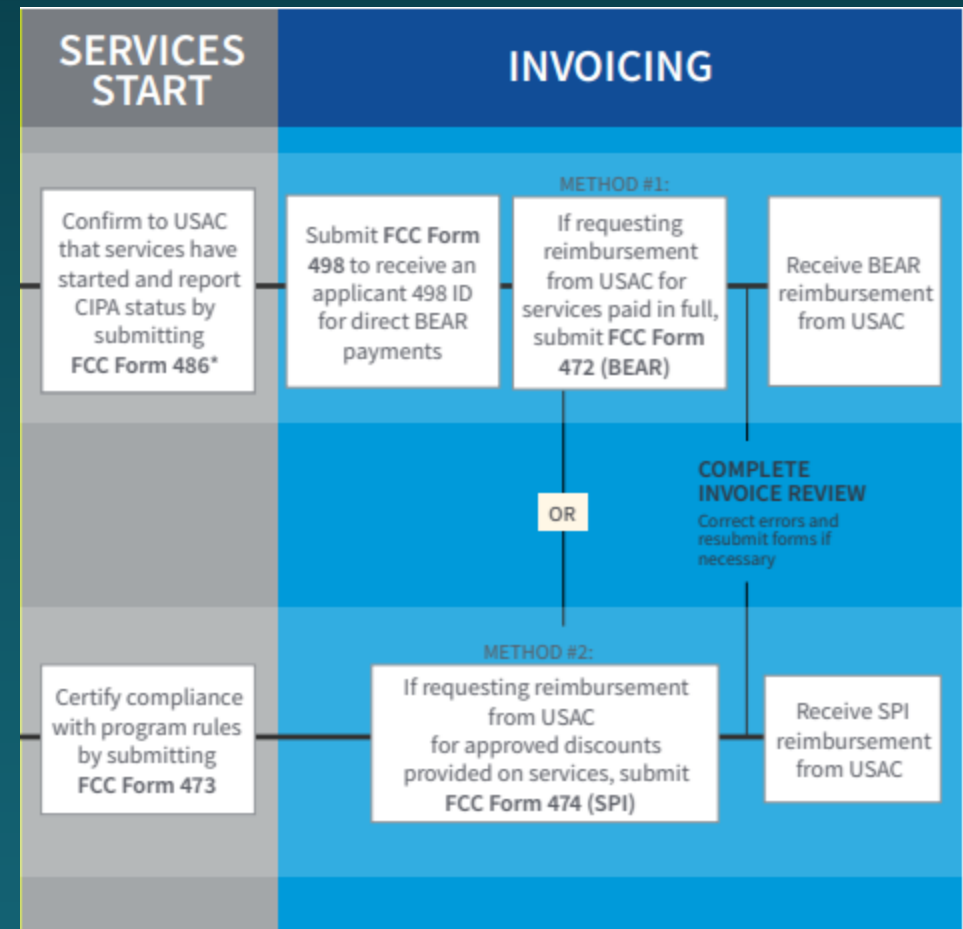
# Step 2: Applying for Discounts (Form 471)



# SPI vs BEAR

SPI – Service providers bill the applicant for the non-discounted share and submit to USAC for the discounted share.

BEAR – Service providers bill the applicants for the full costs and the applicant then submits to USAC for a reimbursement for the discounted share



# BAG - Impacts of HB 193

The Alaska School Broadband Assistance Grant (BAG) program was created to assist schools to increase internet download speeds. Established in 2014 by the Alaska State Legislature, this grant originally allowed schools to reach download speeds of 10 Mbps. In 2020, the State Legislature revised the statute to help schools reach 25 Mbps download speeds. HB 193 sought to increase the download speeds to 100 Mbps. The governor signed HB 193 on March 27, 2024.

Schools that qualify for a discounted rate for internet services under The Universal Service Administrative Company, Schools and Libraries Program, commonly known as “E-rate,” are eligible for the School Broadband Assistance Grant (BAG).



# Broadband Assistance Grant (BAG) Explained

## What does BAG pay for?

After taking into account the e-rate reimbursed portion of 70%, BAG prorates the district's remaining portion based on when the internet speeds were increased for our rural schools. The district is eligible for a pro rata share of the available funding.

## Applying for BAG

With the recent HB193 signed into law, the state is making BAG application to follow the new law, and will try to get the application to all districts as soon as possible. The state will set the due date allowing school districts enough time to complete and submit the application.

Tentatively, the application will come out mid-April and be due mid or end of May.

We will be coming back to the Board in June/July once we have been approved for the BAG to increase the rural sites to 100 Mbps.



# Billing Process

- GCI sends bill
  - E-rate Application and calculation (all sites)
- Requisition is input into the system containing E-rate (all sites) and BAG Award (Rural sites only)
- Monthly reporting completed by GCI ensuring funds are appropriated correctly. We are sent an updated spreadsheet once allotments are verified.

100 Mbps Internet Connections - Fiber/Microwave Port Lions School 471# 251035914 FRN 2599050877 70% FY2025	1	\$65,000.00	\$65,000.00
100 Mbps Internet Connections - Fiber/Microwave Ouzinkie School 471# 251035914 FRN 2599050877 70% FY2025	1	\$65,000.00	\$65,000.00
1 Gbps Local Connections - Fiber/Microwave East Elementary School 471# 251035914 FRN 2599050877 70% FY2025	1	\$657.00	\$657.00
100/40 Mbps Internet Connections - Satellite (50/20 Mbps CIR) Akhiok School 471# 251035914 FRN 2599050877 70% FY2025	1	\$38,000.00	\$38,000.00
100 Mbps Internet Connections - Fiber / Microwave Chiniak School 471# 251035914 FRN 2599050877 70% FY2025	1	\$65,000.00	\$65,000.00
1 Gbps Local Connections - Fiber/Microwave North Star Elementary School 471# 251035914 FRN 2599050877 70% FY2025	1	\$657.00	\$657.00
1 Gbps Local Connections - Fiber/Microwave Peterson Elementary School 471# 251035914 FRN 2599050877 70% FY2025	1	\$657.00	\$657.00
1 Gbps Local Connections - Fiber/Microwave Main Elementary School 471# 251035914 FRN 2599050877 70% FY2025	1	\$657.00	\$657.00
500 Mbps Internet Connections - Fiber Kodiak High School 471# 251035914 FRN 2599050877 70% FY2025	1	\$4,650.00	\$4,650.00
100/40 Mbps Internet Connections - Satellite (50/20 Mbps CIR) Old Harbor School 471# 251035914 FRN 2599050877 70% FY2025	1	\$38,000.00	\$38,000.00
Estimated USF Support	0	\$0.00	\$0.00
100 Mbps Internet Connections - Fiber/Microwave Port Lions School 471# 251035914 FRN 2599050877 70% FY2025	.7	(\$65,000.00)	(\$45,500.00)

\$50,616.80	12.00	\$607,401.60	100.375.360.0000.433.3750	COMMUNICATIONS
\$14,383.20	12.00	\$172,598.40	230.375.360.0000.433.0000	COMMUNICATIONS
-\$45,500.00	12.00	-\$546,000.00	100.375.000.0000.047.0000	E-RATE REIMBURSEMENT

School Name	SFY2026 Award
Akhiok School	\$78,295.20
Chiniak School	\$172,838.40
Port Lions School	\$172,598.40
Ouzinkie School	\$160,248.00
Old Harbor School	\$63,048.00
	<b>\$647,028.00</b>

Month	School	BAG 100 MRC / Billing	E-Rate Share (70%)	Non E-Rate Portion	(as award / 12)	District Portion (formula)	FY26 Award
Jul-25	Akhiok School	\$38,000.00	\$26,600.00	\$11,400.00	\$6,524.60	\$4,875.40	\$ 78,295.20
	Chiniak School	\$65,000.00	\$45,500.00	\$19,500.00	\$14,403.20	\$5,096.80	\$ 172,838.40
	Port Lions School	\$65,000.00	\$45,500.00	\$19,500.00	\$14,383.20	\$5,116.80	\$ 172,598.40
	Ouzinkie School	\$65,000.00	\$45,500.00	\$19,500.00	\$13,354.00	\$6,146.00	\$ 160,248.00
	Old Harbor School	\$38,000.00	\$26,600.00	\$11,400.00	\$5,254.00	\$6,146.00	\$ 63,048.00
	Karluk School	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$ -



Thank you!  
Questions?





# Board Agenda Item

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

Board Mtg. Date 05-20-2026	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"/>
<b>Subject:</b>	<b>Request for Expenditure over \$50,000. For legal fees related to immigration services for 20 certified teachers.</b>				
<b>Presenter or Contact Person:</b>	Kim Saunders; Assistant Superintendent				
<b>Summary:</b>	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.				
<b>Financial Implications:</b>	FY26 expenditure in the amount of \$100,000 to Fisher Phillips who provides KIBSD's legal services in the area of immigration.				
<b>Attachments:</b>	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				
<b>Recommendation:</b>	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.				
<b>Motion:</b>	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.				



# **EXPENDITURE REQUEST**

# **IMMIGRATION LEGAL SERVICES**

Human Resources

April 6, 2026

# BACKGROUND INFORMATION

Administration is requesting approval for an additional \$100,000 in FY26 to initiate the green card application process for 20 additional teachers currently under contract for KIBSD for the 2026-2027 school year. This is a two year process with an estimated total cost to the District of 200,000 over a two year period.

Legal Services for expenditures related to immigration are provided through Fisher Phillips.



# POINTS OF INTEREST

1

26 of 33 teachers who have been hired by KIBSD remain working in the district.

2

8 teachers who have moved from the Philippines to Kodiak work in our rural sites.

In Fall of 2025, there was a change made by the Federal Government to increase fees related to initial applications for professional Visas by \$100,000.

This increase makes international hiring cost prohibitive.

3

KIBSD has increasingly relied on the hiring of international teachers to fill vacancies over the past 5 years.

The professional H1-B Visa is a possibility for 6 years. Depending on the initial approval length this can mean multiple renewals, ranging from annually to every three years. These cost roughly \$5,000 for each renewal.

4

In circumstances where we have hired teacher on VISA status, we have had no qualified applicants from the US. It is a requirement for the application to prove this.

# POINTS OF **CONSIDERATION**

The Green Card process is an investment in teacher stability.

## **SERVICE**

It is within the rights of the District to require years of service for the sponsorship of the green card process.

## **EXPENSE**

There is an expense to the District, but also to the individual Teacher within the process. The first two steps are employer-sponsored at \$10,000 per application process over two years.

## **EXPLORING OPTIONS**

Some teachers are exploring the option of pursuing special education credentials to allow for diversity of placement during difficult budgetary times.

# CURRENT REALITY

There is no guarantee that these will be successful applications for green cards.

If KIBSD does not move toward a more stable option, there will be 26 vacancies in the next several years that will be increasingly difficult to fill. This is in addition to estimated 5-10 vacancies a year that are projected.



# CURRENT BUDGET

Of the anticipated expense for immigration related costs, we anticipate an expenditure of \$60,000 of the \$100,000 currently approved.

The FY26 budget for employee benefits is currently just over \$600,000 under budget which would allow for the additional \$100,000 expenditure requested in order to initiate the green card process during the spring and summer for 2026.




This is an investment in teacher retention and stability that requires an investment on the teacher's part as well.

These 20 teachers are currently living in Kodiak, and investing every day in our students and in our communities.



# TIMING CONSIDERATIONS

For more detailed information, see the memo attached to this action item in board documents. (FY26 Immigration Services Expenditure Request.pdf)



1

Recommendation from Legal Council regarding current and expected changes in potential federal processes within USCIS.

2

Budgetary considerations for the remainder of 2026.

3

Administrative staffing changes in July 2026.

A top-down view of a desk with a laptop, a cup of coffee, a pen, glasses, and a plant. The background is a light, neutral color with a subtle pattern. The text "THANK YOU" is centered in a bold, blue font. There are two blue decorative bars on the left and right sides of the page.

**THANK YOU**







## Kodiak Island Borough School District

*Engaged in Learning.  
Prepared for life.*

**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%.<sup>1</sup> 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%.<sup>2</sup> (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.<sup>3</sup> 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		
<b>Total calculated cost per teacher: \$20,431.08</b>						

\*Excludes wages – material costs only

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

<sup>2</sup> Stevens, D. & Pierson, A. Alaska State Policy Research Alliance: Informing issues with data and evidence. Presentation to Alaska Legislature February 22, 2017.

<sup>3</sup> 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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907.786.6727

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907.786.5413

## 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  
**04-06-2026**  
04-20-26

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:**

**FY2026-54 MOA KIB & KIBSD Redirect Funding for East Roof**

**Presenter or Contact Person:**

Dr. Cyndy A. Mika, Superintendent

**Summary:**

The MOA between KIB and KIBSD needs revision after the closure of Nort Star redirecting the roofing funds to the East Elementary roof project. Administration has worked with KIB to make these revisions.

**Financial Implications:**

There are no financial implications to the FY27 budget.

**Attachments:**

FY2026-54 MOA KIB & KIBSD Redirect Funding for East Roof

**Recommendation:**

Administration recommends approval of the FY2026-54 MOA KIB & KIBSD Redirect Funding for East Roof as submitted.

**Motion:**

**I move the board approve the FY2026-54 MOA KIB & KIBSD Redirect Funding for East Roof as submitted**

**MEMORANDUM OF AGREEMENT (MOA) BETWEEN THE KODIAK ISLAND BOROUGH AND THE KODIAK ISLAND BOROUGH SCHOOL DISTRICT REGARDING THE NORTH STAR ELEMENTARY SCHOOL ROOF SKYLIGHT REPLACEMENT PROJECT**

**RECITALS**

WHEREAS, AS 14.14.060(f) provides that the borough school board shall provide custodial services and routine maintenance for school buildings and shall appoint, compensate, and otherwise control personnel for these purposes and the borough assembly through the borough administrator, shall provide for all major rehabilitation, all construction and major repair of school buildings; and

WHEREAS, the Kodiak Island Borough and the Kodiak Island Borough School District executed a MOA in April of 2022 for the replacement of the Main Elementary roof which was completed in 2022 with a balance of unspent funds of \$813,262.61; and

WHEREAS, the Kodiak Island Borough School District would like to redirect \$688,262.61 of the remaining funds from the previous MOA to do repairs on the North Star Roof and Skylight Replacement Project. and the Kodiak Island Borough School District will use the remaining \$125,000 to complete repairs on other school roofs.

**NOW, THEREFORE, THE PARTIES AGREE AS FOLLOWS:**

**SECTION 1. PURPOSE:**

This Memorandum of Agreement (Agreement) outlines the terms under which the Kodiak Island Borough (Borough) agrees to perform the North Star Roof and Skylight Replacement Project (Project) using funds provided by the Kodiak Island Borough School District (District). The Borough shall manage all aspects of the Project and coordinate with the District as provided in this Agreement.

**SECTION 2. TITLE OF PROJECT:**

The Project shall be identified as the "North Star Roof and Skylight Replacement Project".

**SECTION 3. AGREEMENT EFFECTIVE DATE:**

This Agreement shall be effective upon execution of this Agreement by the Manager of the Borough and the Superintendent of the District.

**SECTION 4. AGREEMENT TERMINATION DATE:**

This Agreement shall be terminated upon completion of the Projects.

**SECTION 5. FUNDING SOURCE:**

The parties recognize that the Borough has the authority and duty to provide for all major rehabilitation, construction, and major repair of school buildings. Commonly, the funding for such projects comes from either State of Alaska or Borough funding sources or both. The funding for this project is being provided by the District from the remaining funds from the previous MOA regarding Main Elementary Roof Replacement Project Operating Budget funds, and as such must be encumbered or expended by the District before the end of FY 2024. If the project bids, including a reasonable contingency and administrative expenses (collectively "Project Costs") exceed this amount, the Borough and District will confer and if the District declines to provide sufficient funds to cover the total expected Project Costs, the Borough may cancel the procurement, cease work on the Project. Reimbursement of Borough expended Project Costs will be transferred to the Borough from the District through Central Treasury upon receipt of invoices.

**SECTION 6. RESPONSIBILITIES OF BOROUGH:**

The Borough shall:

- A. Engage design professionals as necessary;
- B. Supervise the design and bidding of the Project;
- C. Obtain any required design approvals and permits approvals;
- D. Select the methodology to accomplish the Project, coordinating project scheduling with the District;
- E. Conduct the procurement and engage a construction contractor;
- F. Supervise the construction of the Project;
- G. Cooperate with the District concerning the submission of any required reports or documentation regarding the Project;
- H. The borough will invoice the District for the cost of administration of the project.
- I. Comply with the terms of all laws governing the expenditure of funds including, but not limited to, the provisions in Titles 14 and 36 of the Alaska Statutes;
- J. Provide the District with a copy of all agreements that the Borough enters regarding the Project; and
- K. Provide the District with a final accounting for the project and copy of all reports and audits relating to the Project.

**SECTION 7. RESPONSIBILITIES OF THE DISTRICT:**

The District shall:

- A. Fund \$688,262.61 toward the projects defined in the agreement (\$813,262.61 minus \$125,000 allocated for the District to perform repairs on other roofs);
- B. Cooperate with the Borough in the scheduling and implementation of the Project; and
- C. Cooperate with the Borough concerning any information required to conduct the Project.
- D. Reimburse the Borough within 30 days of receipt of invoices.

**SECTION 8. AMENDMENT:**

This contract shall only be amended, modified, or changed by writing, executed by authorized representatives of the parties. For any amendment modification or change to the terms and conditions of this contract, the only authorized representatives of the parties are:

Kodiak Island Borough  
Borough Manager  
710 Mill Bay Road  
Kodiak, AK 99615

Kodiak Island Borough School District  
Superintendent  
722 Mill Bay Road  
Kodiak, AK 99615

**SECTION 9. TERMINATION:**

This Agreement may be terminated by mutual consent. This Agreement may be terminated by the Borough after due notice if the District fails to provide funds reasonably required for the Project in accordance with section 5.

**SECTION 10. ENTIRE AGREEMENT:**

This Agreement constitutes the entire agreement between the Borough and the District as to the matters stated herein. It supersedes all prior oral and written understandings and agreements as to such matters. It may be amended supplemented, modified, or canceled only by a duly executed written instrument. It shall bind the Borough and the District, its successors, executors, administrators, assigns, and legal representatives.

DATED the day and year last written on the acknowledgement pages.

ACKNOWLEDGEMENTS

The District:

KODIAK ISLAND BOROUGH SCHOOL DISTRICT

By: Cindy A. Mika  
Name: CYNDY A. MIKA  
Title: Superintendent  
Date: 08-21-2023

ATTEST:

By: Kim Sandts  
Name: Kimberlee J. Savnders  
Title: Assistant Superintendent  
Date: 08-21-23

The Borough:

KODIAK ISLAND BOROUGH

By: Aimee Williams  
Name: Aimee Williams  
Title: Borough Manager  
Date: 23 AUG 23

ATTEST:

By: Nova M. Javier  
Name: Nova M. Javier  
Title: Borough Clerk  
Date: August 23, 2023



**BOROUGH ACKNOWLEDGMENTS**

STATE OF ALASKA )  
 ) ss.  
THIRD JUDICIAL DISTRICT )

THIS IS TO CERTIFY that on this 23rd day of August, 2023, before me, the undersigned, a notary public in and for the State of Alaska, duly commissioned and sworn, personally appeared **Aimee Williams**, to me known to be the **Borough Manager** of the **Kodiak Island Borough**, a municipal corporation, the corporation which executed the above and foregoing instrument; who on oath stated that he was duly authorized to execute said instrument on behalf of said corporation; who acknowledged to me that he signed the same freely and voluntarily on behalf of said corporation for the uses and purposes therein mentioned.

WITNESS my hand and official seal the day and year in the certificate first above written.

(Seal)



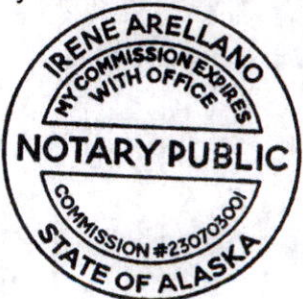
Irene Arellano  
NOTARY PUBLIC FOR ALASKA  
My Commission Expires: with office

STATE OF ALASKA )  
 ) ss.  
THIRD JUDICIAL DISTRICT )

THIS IS TO CERTIFY that on this 23rd day of August, 2023, before me, the undersigned, a notary public in and for the State of Alaska, duly commissioned and sworn, personally appeared **Nova M. Javier**, to me known to be the **Borough Clerk** of the **Kodiak Island Borough**, a municipal corporation, the corporation which executed the above and foregoing instrument; who on oath stated that she was duly authorized to execute said instrument on behalf of said corporation; who acknowledged to me that she signed the same freely and voluntarily on behalf of said corporation for the uses and purposes therein mentioned.

WITNESS my hand and official seal the day and year in the certificate first above written.

(Seal)



Irene Arellano  
NOTARY PUBLIC FOR ALASKA  
My Commission Expires: with office

DISTRICT ACKNOWLEDGMENTS

STATE OF ALASKA )  
 ) ss.  
THIRD JUDICIAL DISTRICT )

THIS IS TO CERTIFY that on this \_\_\_\_ day of \_\_\_\_\_, 2023, before me, the undersigned, a notary public in and for the State of Alaska, duly commissioned and sworn, personally appeared \_\_\_\_\_, to me known to be the **Superintendent** of the **Kodiak Island Borough School District**, a municipal corporation, the corporation which executed the above and foregoing instrument; who on oath stated that he was duly authorized to execute said instrument on behalf of said corporation; who acknowledged to me that he signed the same freely and voluntarily on behalf of said corporation for the uses and purposes therein mentioned.

WITNESS my hand and official seal the day and year in the certificate first above written.

(Seal)

\_\_\_\_\_  
NOTARY PUBLIC FOR ALASKA  
My Commission Expires: \_\_\_\_\_

STATE OF ALASKA )  
 ) ss.  
THIRD JUDICIAL DISTRICT )

THIS IS TO CERTIFY that on this \_\_\_\_ day of \_\_\_\_\_, 2023, before me, the undersigned, a notary public in and for the State of Alaska, duly commissioned and sworn, personally appeared \_\_\_\_\_, to me known to be the \_\_\_\_\_ of the **Kodiak Island Borough School District**, a municipal corporation, the corporation which executed the above and foregoing instrument; who on oath stated that she was duly authorized to execute said instrument on behalf of said corporation; who acknowledged to me that she signed the same freely and voluntarily on behalf of said corporation for the uses and purposes therein mentioned.

WITNESS my hand and official seal the day and year in the certificate first above written.

(Seal)

\_\_\_\_\_  
NOTARY PUBLIC FOR ALASKA  
My Commission Expires: \_\_\_\_\_

**MEMORANDUM OF AGREEMENT (MOA) BETWEEN THE KODIAK ISLAND BOROUGH AND THE KODIAK ISLAND BOROUGH SCHOOL DISTRICT REGARDING THE EAST ELEMENTARY ROOF REPLACEMENT PROJECT**

**RECITALS**

**WHEREAS**, AS 14.14.060(f) provides that the borough school board shall provide custodial services and routine maintenance for school buildings and shall appoint, compensate, and otherwise control personnel for these purposes and the borough assembly through the borough administrator, shall provide for all major rehabilitation, all construction and major repair of school buildings; and

**WHEREAS**, the Kodiak Island Borough and the Kodiak Island Borough School District executed a MOA in April of 2022 for the replacement of the Main Elementary roof which was completed in 2022 with a balance of unspent funds of \$813,262.61; and

**WHEREAS**, the Kodiak Island Borough and the Kodiak Island Borough School District executed a MOA in August of 2023 for the redirection of funds for the repairs on the North Star Roof and Skylight Replacement Project; and

**WHEREAS**, the Kodiak Island Borough School District used \$125,000 to complete repairs on other school roofs with the balance of unspent funds of \$688,262.61; and

**WHEREAS**, the Kodiak Island Borough used \$66,418.60 to conduct design for the North Star Elementary Roof and Skylight Replacement while it was a school facility (until July 1, 2025) with a the balance of unspent funds of \$621,844.01.

**WHEREAS**, the Kodiak Island Borough and the Kodiak Island Borough School District would like to redirect \$621,844.01 of the remaining funds from the previous MOAs for the design and repairs on the East Elementary Roof.

**NOW, THEREFORE, THE PARTIES AGREE AS FOLLOWS:**

**SECTION 1. PURPOSE:**

This Memorandum of Agreement (Agreement) outlines the terms under which the Kodiak Island Borough (Borough) agrees to perform the East Elementary Roof and Skylight Replacement Project (Project) using funds provided by the Kodiak Island Borough School District (District). The Borough shall manage all aspects of the Project and coordinate with the District as provided in this Agreement.

**SECTION 2. TITLE OF PROJECT:**

The Project shall be identified as the "East Elementary Roof Replacement Project".

**SECTION 3. AGREEMENT EFFECTIVE DATE:**

This Agreement shall be effective upon execution of this Agreement by the Manager of the Borough and the Superintendent of the District.

**SECTION 4. AGREEMENT TERMINATION DATE:**

This Agreement shall be terminated upon completion of the Projects.

**SECTION 5. FUNDING SOURCE:**

The parties recognize that the Borough has the authority and duty to provide for all major rehabilitation, construction, and major repair of school buildings. Commonly, the funding for such projects comes from either State of Alaska or Borough funding sources or both.

The funding for this project is being provided by the District from the remaining funds from the previous MOA regarding Main Elementary Roof Replacement Project Operating Budget funds, and the previous MOA regarding the North Star School Roof and Skylight Replacement and the \$125,000 other school roof repairs, and as such must be kept encumbered by the District until all funds are expended.

If the project bids, including a reasonable contingency and administrative expenses (collectively "Project Costs") exceed this amount, the Borough and District will confer and if the District declines to provide sufficient funds to cover the total expected Project Costs, the Borough may cancel the procurement, cease work on the Project. Reimbursement of Borough expended Project Costs will be transferred to the Borough from the District through Central Treasury upon receipt of invoices.

**SECTION 6. RESPONSIBILITIES OF BOROUGH:**

The Borough shall:

- A. Engage design professionals as necessary;
- B. Supervise the design and bidding of the Project;
- C. Obtain any required design approvals and permits approvals;
- D. Select the methodology to accomplish the Project, coordinating project scheduling with the District;
- E. Conduct the procurement and engage a construction contractor;
- F. Supervise the construction of the Project;
- G. Cooperate with the District concerning the submission of any required reports or documentation regarding the Project;
- H. The borough will invoice the District for the cost of administration of the project.
- I. Comply with the terms of all laws governing the expenditure of funds including, but not limited to, the provisions in Titles 14 and 36 of the Alaska Statutes;
- J. Provide the District with a copy of all agreements that the Borough enters regarding the Project; and
- K. Provide the District with a final accounting for the project and copy of all reports and audits relating to the Project.

**SECTION 7. RESPONSIBILITIES OF THE DISTRICT:**

The District shall:

- A. Fund \$621,844.01 toward the projects defined in the agreement (\$813,262.61 minus \$125,000 allocated for the District to perform repairs on other roofs and minus the \$66,418.60 for the design work completed on the North Star Roof and Skylight project while it was still a school facility);
- B. Cooperate with the Borough in the scheduling and implementation of the Project; and
- C. Cooperate with the Borough concerning any information required to conduct the Project.
- D. Reimburse the Borough within 30 days of receipt of invoices.

**SECTION 8. AMENDMENT:**

This contract shall only be amended, modified, or changed by writing, executed by authorized representatives of the parties. For any amendment modification or change to the terms and conditions of this contract, the only authorized representatives of the parties are:

Kodiak Island Borough  
Borough Manager  
710 Mill Bay Road  
Kodiak, AK 99615

Kodiak Island Borough School District  
Superintendent  
722 Mill Bay Road  
Kodiak, AK 99615

**SECTION 9. TERMINATION:**

This Agreement may be terminated by mutual consent. This Agreement may be terminated by the Borough after due notice if the District fails to provide funds reasonably required for the Project in accordance with section 5.

**SECTION 10. EXHIBITS:**

Exhibit A: Contract FY2024-05 MOA between KIB and KIBSD Regarding the North Star Elementary School Roof and Skylight Replacement Project Dated August 23, 2023.

Exhibit B: Original MOA (no contract number) between KIB and KIBSD Regarding the Main Elementary Roof Replacement Project Dated April 7, 2022.

**SECTION 11. ENTIRE AGREEMENT:**

This Agreement constitutes the entire agreement between the Borough and the District as to the matters stated herein. It supersedes all prior oral and written understandings and agreements as to such matters. It may be amended supplemented, modified, or canceled only by a duly executed written instrument. It shall bind the Borough and the District, its successors, executors, administrators, assigns, and legal representatives.

DATED the day and year last written on the acknowledgement pages.

**ACKNOWLEDGEMENTS**

**DISTRICT (KIBSD)**

**ATTEST**

\_\_\_\_\_  
Signature of Superintendent

\_\_\_\_\_  
Signature of Authorized Witness (Attest)

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

**KODIAK ISLAND BOROUGH**

**ATTEST**

\_\_\_\_\_  
Signature of Borough Manager

\_\_\_\_\_  
Signature of Borough Clerk

Aimee Williams  
\_\_\_\_\_  
Printed Name

Nova M. Javier  
\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

**EXHIBIT A**

Contract FY2024-05 MOA between KIB & KIBSD  
Redirect Funds to North Star & Walking Patch Projects

**(Following 5 pages)**

**MEMORANDUM OF AGREEMENT (MOA) BETWEEN THE KODIAK ISLAND BOROUGH AND THE KODIAK ISLAND BOROUGH SCHOOL DISTRICT REGARDING THE NORTH STAR ELEMENTARY SCHOOL ROOF SKYLIGHT REPLACEMENT PROJECT**

**RECITALS**

WHEREAS, AS 14.14.060(f) provides that the borough school board shall provide custodial services and routine maintenance for school buildings and shall appoint, compensate, and otherwise control personnel for these purposes and the borough assembly through the borough administrator, shall provide for all major rehabilitation, all construction and major repair of school buildings; and

WHEREAS, the Kodiak Island Borough and the Kodiak Island Borough School District executed a MOA in April of 2022 for the replacement of the Main Elementary roof which was completed in 2022 with a balance of unspent funds of \$813,262.61; and

WHEREAS, the Kodiak Island Borough School District would like to redirect \$688,262.61 of the remaining funds from the previous MOA to do repairs on the North Star Roof and Skylight Replacement Project. and the Kodiak Island Borough School District will use the remaining \$125,000 to complete repairs on other school roofs.

**NOW, THEREFORE, THE PARTIES AGREE AS FOLLOWS:**

**SECTION 1. PURPOSE:**

This Memorandum of Agreement (Agreement) outlines the terms under which the Kodiak Island Borough (Borough) agrees to perform the North Star Roof and Skylight Replacement Project (Project) using funds provided by the Kodiak Island Borough School District (District). The Borough shall manage all aspects of the Project and coordinate with the District as provided in this Agreement.

**SECTION 2. TITLE OF PROJECT:**

The Project shall be identified as the "North Star Roof and Skylight Replacement Project".

**SECTION 3. AGREEMENT EFFECTIVE DATE:**

This Agreement shall be effective upon execution of this Agreement by the Manager of the Borough and the Superintendent of the District.

**SECTION 4. AGREEMENT TERMINATION DATE:**

This Agreement shall be terminated upon completion of the Projects.

**SECTION 5. FUNDING SOURCE:**

The parties recognize that the Borough has the authority and duty to provide for all major rehabilitation, construction, and major repair of school buildings. Commonly, the funding for such projects comes from either State of Alaska or Borough funding sources or both. The funding for this project is being provided by the District from the remaining funds from the previous MOA regarding Main Elementary Roof Replacement Project Operating Budget funds, and as such must be encumbered or expended by the District before the end of FY 2024. If the project bids, including a reasonable contingency and administrative expenses (collectively "Project Costs") exceed this amount, the Borough and District will confer and if the District declines to provide sufficient funds to cover the total expected Project Costs, the Borough may cancel the procurement, cease work on the Project. Reimbursement of Borough expended Project Costs will be transferred to the Borough from the District through Central Treasury upon receipt of invoices.

**SECTION 6. RESPONSIBILITIES OF BOROUGH:**

The Borough shall:

- A. Engage design professionals as necessary;
- B. Supervise the design and bidding of the Project;
- C. Obtain any required design approvals and permits approvals;
- D. Select the methodology to accomplish the Project, coordinating project scheduling with the District;
- E. Conduct the procurement and engage a construction contractor;
- F. Supervise the construction of the Project;
- G. Cooperate with the District concerning the submission of any required reports or documentation regarding the Project;
- H. The borough will invoice the District for the cost of administration of the project.
- I. Comply with the terms of all laws governing the expenditure of funds including, but not limited to, the provisions in Titles 14 and 36 of the Alaska Statutes;
- J. Provide the District with a copy of all agreements that the Borough enters regarding the Project; and
- K. Provide the District with a final accounting for the project and copy of all reports and audits relating to the Project.

**SECTION 7. RESPONSIBILITIES OF THE DISTRICT:**

The District shall:

- A. Fund \$688,262.61 toward the projects defined in the agreement (\$813,262.61 minus \$125,000 allocated for the District to perform repairs on other roofs);
- B. Cooperate with the Borough in the scheduling and implementation of the Project; and
- C. Cooperate with the Borough concerning any information required to conduct the Project.
- D. Reimburse the Borough within 30 days of receipt of invoices.

**SECTION 8. AMENDMENT:**

This contract shall only be amended, modified, or changed by writing, executed by authorized representatives of the parties. For any amendment modification or change to the terms and conditions of this contract, the only authorized representatives of the parties are:

Kodiak Island Borough  
Borough Manager  
710 Mill Bay Road  
Kodiak, AK 99615

Kodiak Island Borough School District  
Superintendent  
722 Mill Bay Road  
Kodiak, AK 99615

**SECTION 9. TERMINATION:**

This Agreement may be terminated by mutual consent. This Agreement may be terminated by the Borough after due notice if the District fails to provide funds reasonably required for the Project in accordance with section 5.

**SECTION 10. ENTIRE AGREEMENT:**

This Agreement constitutes the entire agreement between the Borough and the District as to the matters stated herein. It supersedes all prior oral and written understandings and agreements as to such matters. It may be amended supplemented, modified, or canceled only by a duly executed written instrument. It shall bind the Borough and the District, its successors, executors, administrators, assigns, and legal representatives.

DATED the day and year last written on the acknowledgement pages.

ACKNOWLEDGEMENTS

The District:

KODIAK ISLAND BOROUGH SCHOOL DISTRICT

By: Cindy A. Mika  
Name: CYNDY A. MIKA  
Title: Superintendent  
Date: 08-21-2023

ATTEST:

By: Kim Sanders  
Name: Kimberlee J. Sanders  
Title: Assistant Superintendent  
Date: 08-21-23

The Borough:

KODIAK ISLAND BOROUGH

By: Aimee Williams  
Name: Aimee Williams  
Title: Borough Manager  
Date: 23 AUG 23

ATTEST:

By: Nova M. Javier  
Name: Nova M. Javier  
Title: Borough Clerk  
Date: August 23, 2023



**BOROUGH ACKNOWLEDGMENTS**

STATE OF ALASKA )  
 ) ss.  
THIRD JUDICIAL DISTRICT )

THIS IS TO CERTIFY that on this 23rd day of August, 2023, before me, the undersigned, a notary public in and for the State of Alaska, duly commissioned and sworn, personally appeared **Aimee Williams**, to me known to be the **Borough Manager** of the **Kodiak Island Borough**, a municipal corporation, the corporation which executed the above and foregoing instrument; who on oath stated that he was duly authorized to execute said instrument on behalf of said corporation; who acknowledged to me that he signed the same freely and voluntarily on behalf of said corporation for the uses and purposes therein mentioned.

WITNESS my hand and official seal the day and year in the certificate first above written.

(Seal)



*Irene Arellano*  
Irene Arellano

NOTARY PUBLIC FOR ALASKA  
My Commission Expires: with office

STATE OF ALASKA )  
 ) ss.  
THIRD JUDICIAL DISTRICT )

THIS IS TO CERTIFY that on this 23rd day of August, 2023, before me, the undersigned, a notary public in and for the State of Alaska, duly commissioned and sworn, personally appeared **Nova M. Javier**, to me known to be the **Borough Clerk** of the **Kodiak Island Borough**, a municipal corporation, the corporation which executed the above and foregoing instrument; who on oath stated that she was duly authorized to execute said instrument on behalf of said corporation; who acknowledged to me that she signed the same freely and voluntarily on behalf of said corporation for the uses and purposes therein mentioned.

WITNESS my hand and official seal the day and year in the certificate first above written.

(Seal)



*Irene Arellano*  
Irene Arellano

NOTARY PUBLIC FOR ALASKA  
My Commission Expires: with office

**EXHIBIT B**

Original MOA (no contract number)  
Redirect funds from Main Elementary Roof Project to  
North Star Roof and Walking Patch Project

**(Following 5 pages)**

**MEMORANDUM OF AGREEMENT BETWEEN THE KODIAK ISLAND BOROUGH AND THE KODIAK ISLAND BOROUGH SCHOOL DISTRICT REGARDING THE MAIN ELEMENTARY SCHOOL ROOF REPLACEMENT PROJECT**

**RECITALS**

**WHEREAS**, AS 14.14.060(f) provides that the Borough Assembly, through the Borough Manager, shall provide for all major rehabilitation, construction, and major repair of school buildings; and

**WHEREAS**, the Kodiak Island Borough School District has identified repair of the siding at Main Elementary School as a major maintenance project it desires to initiate during FY 2022; and

**WHEREAS**, the Kodiak Island Borough School District has funds available from its FY 2022 Operating Budget which it desires to encumber or expend on the Main Elementary School Roof Replacement Project prior to the end of the fiscal year; and

**WHEREAS**, the Assembly finds that it is in the best interest of the Kodiak Island Borough for the Borough to undertake the Main Elementary School Roof Replacement Project during FY 2022 using the funds provided by the School District.

**NOW, THEREFORE, THE PARTIES AGREE AS FOLLOWS:**

**SECTION 1. PURPOSE:**

This Memorandum of Agreement (Agreement) outlines the terms under which the Kodiak Island Borough (Borough) agrees to perform the Main Elementary School Roof Replacement Project (Project) using funds provided by the Kodiak Island Borough School District (District). The Borough shall manage all aspects of the Project and coordinate with the District as provided in this Agreement.

**SECTION 2. TITLE OF PROJECT:**

The Project shall be identified as the "Main Elementary School Roof Replacement Project".

**SECTION 3. AGREEMENT EFFECTIVE DATE:**

This Agreement shall be effective upon execution of this Agreement by the Manager of the Borough and the Superintendent of the District.

**SECTION 4. AGREEMENT TERMINATION DATE:**

This Agreement shall be terminated upon completion of the Projects.

**SECTION 5. FUNDING SOURCE:**

The parties recognize that the Borough has the authority and duty to provide for all major rehabilitation, construction, and major repair of school buildings. Commonly, the funding for such projects comes from either State of Alaska or Borough funding sources or both. The funding for this project is being provided by the District from FY 2022 Operating Budget funds, and as such must be encumbered or expended before the end of FY 2022. The District has allocated \$1,500,000.00 for the Project. If the project bids, including a reasonable contingency and administrative expenses

(collectively "Project Costs") exceed this amount, the Borough and District will confer and if the District declines to provide sufficient funds to cover the total expected Project Costs, the Borough may cancel the procurement, cease work on the Project and return unexpended balance less the Borough's costs to that point. Funds will be transferred to the Borough through Central Treasury upon receipt of vendor invoices.

**SECTION 6. RESPONSIBILITIES OF BOROUGH:**

The Borough shall:

- A. Engage design professionals as necessary;
- B. Supervise the design and bidding of the Project;
- C. Obtain any required design approvals and permits approvals;
- D. Select the methodology to accomplish the Project, coordinating project scheduling with the District;
- E. Conduct the procurement and engage a construction contractor;
- F. Supervise the construction of the Project;
- G. Cooperate with the District concerning the submission of any required reports or documentation regarding the Project;
- H. Provide for administration of monies that fund the Project;
- I. Comply with the terms of all laws governing the expenditure of funds including, but not limited to, the provisions in Titles 14 and 36 of the Alaska Statutes;
- J. Provide the District with a copy of all agreements that the Borough enters into regarding the Project; and
- K. Provide the District with a final accounting for the project and copy of all reports and audits relating to the Project.

**SECTION 7. RESPONSIBILITIES OF THE DISTRICT:**

The District shall:

- A. Fund \$1,500,000.00 toward the projects defined in the agreement;
- B. Cooperate with the Borough in the scheduling and implementation of the Project; and

D. Cooperate with the Borough concerning any information required to conduct the Project.

**SECTION 8. AMENDMENT:**

This contract shall only be amended, modified or changed by writing, executed by authorized representatives of the parties. For the purpose of any amendment modification or change to the terms and conditions of this contract, the only authorized representatives of the parties are:

Kodiak Island Borough  
Borough Manager  
710 Mill Bay Road  
Kodiak, Alaska 99615

Kodiak Island Borough School District  
Superintendent  
722 Mill Bay Road  
Kodiak, Alaska 99615

**SECTION 9. TERMINATION:**

This Agreement may be terminated by mutual consent. This Agreement may be terminated by the Borough after due notice if the District fails to provide funds reasonably required for the Project in accordance with section 5.

**SECTION 10. ENTIRE AGREEMENT:**

This Agreement constitutes the entire agreement between the Borough and the District as to the matters stated herein. It supersedes all prior oral and written understandings and agreements as to such matters. It may be amended, supplemented, modified or canceled only by a duly executed written instrument. It shall bind the Borough and the District, its successors, executors, administrators, assigns and legal representatives.

DATED the day and year last written below.



Date: 4/7/22  
By: Roxanne Murphy  
Roxanne Murphy, Borough  
Manager Kodiak Island Borough

Date: 4-5-22  
By: Larry LeDoux  
Dr. Larry LeDoux, Superintendent  
Kodiak Island Borough School District

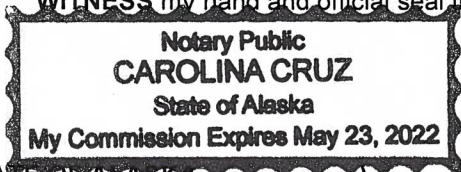
Attest: Carolina Cruz  
By: Carolina Cruz, Acting Borough Clerk  
NOVA JAVIER

**BOROUGH ACKNOWLEDGMENTS**

STATE OF ALASKA )  
 ) ss.  
THIRD JUDICIAL DISTRICT )

THIS IS TO CERTIFY that on this 5<sup>th</sup> day of April, 2022, before me, the undersigned, a notary public in and for the State of Alaska, duly commissioned and sworn, personally appeared **Roxanne Murphy**, to me known to be the **Borough Manager** of the **Kodiak Island Borough**, a municipal corporation, the corporation which executed the above and foregoing instrument; who on oath stated that he was duly authorized to execute said instrument on behalf of said corporation; who acknowledged to me that he signed the same freely and voluntarily on behalf of said corporation for the uses and purposes therein mentioned.

WITNESS my hand and official seal the day and year in the certificate first above written.



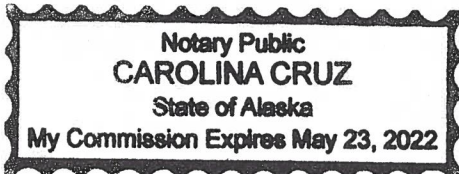
[Signature]  
NOTARY PUBLIC FOR ALASKA  
My Commission Expires: May 23, 2022

STATE OF ALASKA )  
 ) ss.  
THIRD JUDICIAL DISTRICT )

NOVA  
JAVIER

THIS IS TO CERTIFY that on this 5<sup>th</sup> day of April, 2022, before me, the undersigned, a notary public in and for the State of Alaska, duly commissioned and sworn, personally appeared ~~Alise Rice~~, to me known to be the **Borough Clerk** of the **Kodiak Island Borough**, a municipal corporation, the corporation which executed the above and foregoing instrument; who on oath stated that she was duly authorized to execute said instrument on behalf of said corporation; who acknowledged to me that she signed the same freely and voluntarily on behalf of said corporation for the uses and purposes therein mentioned.

WITNESS my hand and official seal the day and year in the certificate first above written.



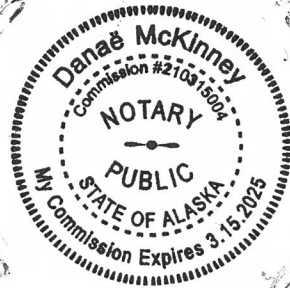
[Signature]  
NOTARY PUBLIC FOR ALASKA  
My Commission Expires: May 23, 2022

DISTRICT ACKNOWLEDGMENTS

STATE OF ALASKA            )  
  ) ss.  
THIRD JUDICIAL DISTRICT    )

THIS IS TO CERTIFY that on this 5<sup>th</sup> day of April 2022, before me, the undersigned, a notary public in and for the State of Alaska, duly commissioned and sworn, personally appeared Dr. Larry LeDoux, to me known to be the Superintendent of the Kodiak Island Borough School District, which executed the above and foregoing instrument; who on oath stated that he was duly authorized to execute said instrument on behalf of the District; who acknowledged to me that he signed the same freely and voluntarily on behalf of the District for the uses and purposes therein mentioned.

WITNESS my hand and official seal the day and year in the certificate first above written.



*Danae McKinney*  
NOTARY PUBLIC FOR ALASKA  
My Commission Expires: 3/15/2025



# 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
RM 3.23.26	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Subject:</b>	<b>REVISION OF THE 2026-2027 SCHOOL CALENDAR</b>				
<b>Presenter or Contact Person:</b>	Kim Saunders, Assistant Superintendent				
<b>Summary:</b>	Administration is recommending the addition of an employee In-service day that would change the last day of school. Additionally, Principals have requested a staggered conference schedule.				
<b>Financial Implications:</b>	There is no financial implication to the budget.				
<b>Attachments:</b>	DRAFT 2026-2027 School Calendar EDITED				
<b>Recommendation:</b>	Administration recommends the Board approve the revisions to the 2026-2027 School Calendar which include: <ul style="list-style-type: none"><li>• Change in the last day of school to accommodate an additional In-service day</li><li>• Adjustment of Parent/Teacher Conference dates</li></ul>				
<b>Motion:</b>	<b>Move to approve the changes to the 2026-2027 School Calendar as presented.</b>				





# Board Agenda Item

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

Board Mtg. Date  
**4.6.26 WS**  
**4.20.26 RM**

**Reports of the Superintendent**

**Action Item**

**Consent Agenda**

**Reports, Routine Monthly**

**Other**

**Subject:**

**FY28 School Calendar Adoption**

**Presenter or Contact Person:**

Kim Saunders; Assistant Superintendent

**Summary:**

The development of the school calendar is a complex process that requires balancing diverse perspectives, operational needs, and contractual and statutory requirements. Community input and staff feedback reflected a range of preferences, with Calendar Option A emerging with a narrow overall preference in both survey data and comments.

While the University of Alaska Anchorage (UAA) spring break schedule for FY28 has not yet been published, Calendar A is designed to align with historical trends to maintain consistency for families with dual enrollment or postsecondary connections. Additionally, community feedback indicated some interest in a longer winter break; however, only a four-week option was formally surveyed. Should the Board wish to explore this further, administration could develop and present a revised version of Calendar D that includes a three-week winter break option and gather more targeted feedback.

Calendar Option A is recommended because it effectively balances stakeholder input with operational priorities. It condenses the school year in a manner that supports continuity of instruction while aligning fully with all collective bargaining agreements and state statutory requirements. Importantly, it also consolidates in-service days, creating more meaningful and accessible professional development opportunities for teachers and staff across all sites, including rural schools.

Recognizing that no single calendar will fully satisfy all preferences, administration recommends the adoption of Calendar A.

**Financial Implications:**

There are no financial implications to the budget.

**Attachments:**

FY28 Calendar A.pdf  
FY28 Calendar B.pdf  
FY28 Calendar C.pdf

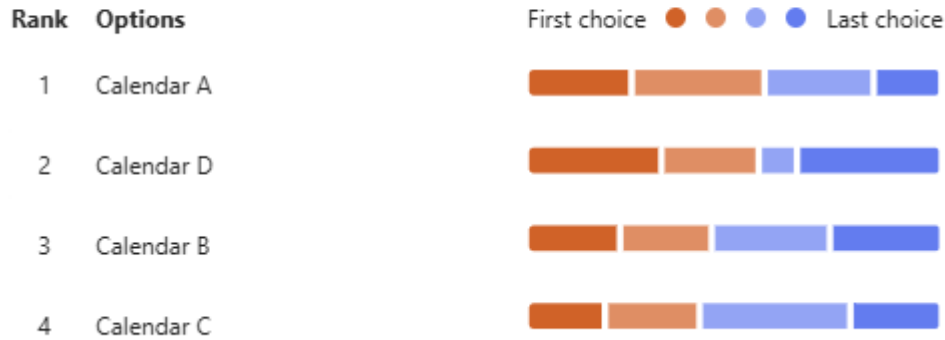
FY28 Calendar D.pdf  
FY28 Calendar Survey results.pdf

**Recommendation:** Administration recommends the adoption of FY28 Calendar A for the 2027-2028 school year.

**Motion:** Motion to approve FY28 Calendar A for the 2027-2028 school year.

# 1. Please rank the 4 calendar options in order of preference

141 Responses



## Calendar A

1<sup>st</sup> Choice: 36 (26%)  
 2<sup>nd</sup> choice: 45 (32%)  
 3<sup>rd</sup> Choice: 37 (26%)  
 4<sup>th</sup> Choice: 23 (16%)

## Calendar D

1<sup>st</sup> Choice: 46 (33%)  
 2<sup>nd</sup> choice: 33 (23%)  
 3<sup>rd</sup> Choice: 13 (9%)  
 4<sup>th</sup> Choice: 49 (35%)

## Calendar B

1<sup>st</sup> Choice: 32 (23%)  
 2<sup>nd</sup> choice: 31 (22%)  
 3<sup>rd</sup> Choice: 40 (28%)  
 4<sup>th</sup> Choice: 38 (27%)

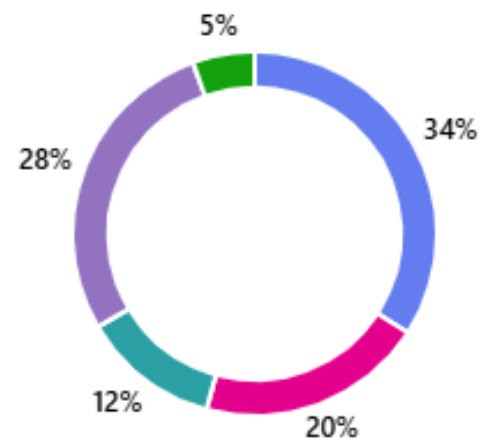
## Calendar C

1<sup>st</sup> Choice: 27 (19%)  
 2<sup>nd</sup> choice: 32 (23%)  
 3<sup>rd</sup> Choice: 51 (36%)  
 4<sup>th</sup> Choice: 31 (22%)



## 2. Preference for start and end date:

● Calendar A (Mid-start, Early End):	56
● Calendar B (Late start):	33
● Calendar C (Mid-Start):	20
● Calendar D (Early Start, Extended Winter Break):	46
● Other	9



## 3. Spring Break Preference:

● Early Spring Break: March 13-17, 2028	77
● Late Spring Break: March 20-24, 2028	83



#### 4. Other input for calendar development:

##### Other input for calendar development:

It would be very helpful to see the winter break dates, especially on the calendar that says it has an extended winter break. Also Calendar B and C are labeled differently between the intro and question 2 and that makes things confusing.

4 day weeks I keep saying.

Start times for school be earlier

Graduations over long/holiday weekend is helpful for traveling family to attend

2 wk Fall break & 2 wk spring break

Really would appreciate Federal Holidays off.

work into the week of CHRISTMAS, to Dec 21, and come back Jan 5th. A staggered week works over Xmas Break. OUT EARLY is best.

Please give staff and students some days off between spring break and the end of the year!

Having two inservice days in October during the middle of student count for BSA is terrible. So many families take trips over the four day weekend, and it lowers the count. As an educator, Calendars 3 is my preference with federal holidays off.

4 day school week for students

As a fishing family, it would be great to have more time at home in the winter when my husband always has time off. August is a very busy time for fishing families so working/going to school during that time would be ideal for our family to give us for flexibility and time together in the winter.

Four day school weeks M-Th

We are a fishing community, commercial fisherman can not stop fishing the 2nd week of Aug to send their kids to school. Some of these students hold commercial fishing permits, so if they had to come to town early Aug it could dramatically affect their families income. We don't need to accommodate the small amount of students traveling to the Philippines during winter break. We need to embrace and support the fact that we are a fishing community. Starting school early could affect students numbers, now with Starlink commercial fishing families may choose to homeschool instead of stopping fishing early just at attend school.

I wish KIBSD would follow the spring break schedule for Anchorage school districts. They never align.

As a fisherman it would be nice to have an extended winter break to spend time with my kids in a time when not much fishing is happening, this also gives a larger window for vacations around Christmas time.

I love the idea of an extended winter break. However, I wish the days could be for more of December since commercial fisheries start back January 1st.

Please help us understand what the inservice on before the work day at the end of the year is planned to be used for. Also, consider moving one inservice day from February to a student day and then moving elementary conferences in March back to Wednesday and Thursday with Friday being a day off (after working two 12 hour days).

Prefer to return after August. Consider the fishing community and the number of students and families working through August into September. Please consider Classified staff when looking at Calendar D, one month off is a significant amount of leave to use and/or lost wages. I'd love a February break, and then potentially an April break. I do appreciate the actual Holidays and 3 day weekend options, that one day truly is a moment for educators to breath. I would love if KIESA and KBEA had representatives on a committee to help create these calendars, the people in the buildings truly do have valuable input.

June is not good weather in Kodiak so waiting a few more days wont impact summer but August is always nicest for both fishing and summer activities as well as families who fish. Starting later allows for a better summer break and allows fishermen to make money with their families. It is a way to support our fishing community.

In the future, staff would like more clarity on how these calendars are developed. Representation from KIESA, KBEA and KAA is critical. I also think there needs to be more education for families about the options and voting. For example, many of our families who have family in other countries travel for a long time during winter - do they see this survey and understand Calendar D would be the best option for their student? Do people who don't fish know when the Salmon opener is and how that impacts students? It would be nice to have a meeting, video, or flyer (translated) educating on how the school calendar impacts student learning. Question 2 is confusing because I am voting for Calendar D, but if Calendar D with the long break doesn't happen, I think a later start for students is better because most families/students are still fishing into September.

I really appreciate the option to intersperse more holidays and one-day breaks throughout the year. I know the community has preferred to condense the school year, but small breaks prevent burnout and may encourage more people to attend in-service if they have other breaks on the calendar.

We NEED a substantial break mid year

Extended Christmas break will cause issues for CLASSIFIED employees that don't have enough leave accrued to have a paycheck for the 2 extra weeks.

I really appreciate that we are finally considering the extended winter break, since so many families travel. Thank you.

I really like the extended winter break

4 weeks during winter break seem unnecessary. Instead, take 3 weeks for winter break and then take that last week and break it into Monday Holidays that line up with Federal Holidays.

Would it be possible to move spring conferences to Thursday/Friday instead of Monday/Tuesday? This would allow for greater teacher recoup (recoup over a weekend vs during work week).

UA System usually has their spring break the second week of March. The reason I know this is because I took classes the last couple of years and our breaks were offset, including this year. This makes it easier for those who travel for colleges because the UA schools would be in session and students can visit and take a tour for students looking to attend college in Alaska.

Calendar 3 is optimal because teachers and students actually get 3-day weekends too! We love kids, that is why we teach. But, we are very tired and deserve holidays too! This will make our jobs easier! We don't have it easy, and we are constantly being given a challenge and obstacles to overcome. Help us and give us the calendar with 3-day holidays so we can breath to. Also, this calendar C actually starts later. We don't really get that much of a summer. Let us enjoy as much of August as we can.

Thank you!

Extended Winter Break is so important for families and staff! There are so many weather delays when flying around the holidays, so it would be nice to have a buffer. It would also be nice for people who only get to travel during Winter Break to see their family.

Since we live in Kodiak, AK, we should align our calendar with the weather and commercial fishing. August is the best month of the year in Kodiak for both of things. No one wants to be in school in the middle of August, so definitely the late start is most conducive to most families. The majority of families cannot take advantage of traveling for a month during the winter; those who don't travel will likely need to find childcare for a month when there are not usually activities for kids like there are in the summertime and the weather is bad. Re: spring break, it's nice to align with daylight savings time.

An entire week off for fall break, so teachers can actually travel and visit family.

Spring break preference is what is NOT Anchorage or UAA.

I would love to have holidays off to give small breaks throughout the year.

Please remember Kodiak has a huge commercial fishing population. Our 1st priority is to the fishing families

love the month in Dec would love if the start and end dates where more like "B" option with the month in the middle.

please align the spring break with UAA's spring break

I propose extending Winter Break by moving one of January's weeks to December. This would start on December 13th and end on January 7th, accommodating commercial fishing families as many fisheries open on January 1st.

Trying to get students to focus and learn after Crab Fest/Memorial Day is pointless. Trying to get teachers and staff to focus and give their all to have students learn after Crab Fest/Memorial Day is challenging.

No I Inservice on last day. Exhausting. So much to do for teachers. Thank you for listening. Margie

Any discussion on a 4 school week?

The long winter break is an interesting option that I think will work well for many.

Shift parent teacher conferences for secondary to Thursday/Friday instead of Wednesday/Thursday.

Add FW on the calendar for the certificated Flex Work Days on Jan 8 and the end of the school year.

While I see why some people would want a month off at Christmas, I personally do not think this would be good for students to be out of school routine for this length of time.

please make spring break the same as UAA's spring break

Teachers deserve 3 day weekends as well. I like the calendar that has those days off for employees. Later start is ideal since our best weather is typically in August.

The one thing to consider about having the later start date for school is Fall Sports/Activities for KHS and KMS. Since we have been starting school in Sept. KMS XC travel trip is about 10 days after we start school and for KHS sports Football, Football Cheer, Tennis, and XC all only have a month left in their seasons by the time we start. If students fail a class in the spring, it doesn't give them much of a chance to participate in Fall sports, since they are ineligible until school starts and they can regain a GPA of a 2.0. Mid August start is best for Student/Athletes.

I think there are so many, many benefits for students and teachers to having an extended winter break. I had several students who left for a month to go travel during that period and I know many more would like to. Plane tickets are also cheaper if you travel outside of the Christmas two week window. For those that can, it's also good to travel because of low vitamin D levels and SAD. On top of that, even if you can't travel, having more time to relax during the long winter months would be nice. I think it would be beneficial. However, we have to keep in mind that classified employees would not get pay for that whole time, during Christmas season, which is expensive. They would need more paid leave or something to make up the hours..



Kodiak Island Borough School District  
**2027 – 2028 School Calendar**  
**Draft A February 27, 2026**

**July**

				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

**August**

1	2	3	4	5	6	7
8	NT	NT	NT	12	13	14
15	SE	SE	SE	SE	SE	21
22	B	DW	DW	DW	W	28
29	30	31				

**September**

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12	13	14	15	16	17	18
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26	27	28	29	30		

**October**

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31						

**November**

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28	29	30				

**December**

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5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	V	V	V	V	H	25
26	V	V	V	V	H	

August 9-11 .....New Teacher Inservice  
 August 16-20 .Special Education Inservice  
 August 23.....Building/Rural Inservice  
 August 24-26 .....District-wide Inservice  
 August 27.....Certificated Work Day  
 August 30 Grades 1-5 Family Conferences  
 August 30.....Grades 6-12 First Day  
 August 31.....Grades 1-5 First Day

September 7.....Kindergarten First Day  
 September 6.....Labor Day Holiday

Oct. 14 & 15 .....District-wide Inservice

Nov. 24 & 25 .....Thanksgiving Holiday

December 20-Jan. 2 .....Winter Break

January 3.....District-wide Inservice  
 January 4.....Classes Resume  
 January 8 .....Certificated Flex-Work Day

February 10-11 .....District-wide Inservice

March 13-17 .....Spring Break

May 24.....Last Day of School  
 May 26 .....Certificated Flex-Work Day  
 May 29 .....Memorial Day Holiday

**Bold** signifies students not in the building

**Town Elementary Parent/Teacher Conferences**  
 Nov. 22 & 23 – School in session-evening conferences

Nov. 24 – No school - no conferences

Mar. 6 & 7 – School in session-evening conferences

May 30 - No school - no conferences

**Kodiak Middle School/Rural K-12 Schools & Kodiak High School Parent/Teacher Conferences**

Oct. 20 & 21 – School in session-evening conferences

Nov. 24 - No school - no conferences

Mar. 8 & 9 - School in session-evening conferences

May 30 - No school - no conferences

\*April 1 and 8 – Potential weather make-up days\*

**January**

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23	24	25	26	27	28	29
30	31					

**February**

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27	28	29				

**March**

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12	V	V	V	V	V	18
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26	27	28	29	30	31	

**April**

						1
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9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

**May**

	1	2	3	4	5	6
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14	15	16	17	18	19	20
21	22	23	24	I	W	27
28	H	30	31			

**June**

				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	



**Kodiak Island Borough School District  
2027 – 2028 School Calendar  
Draft B February 27, 2026**

**July**

				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

**August**

1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	NT	NT	NT	19	20	21
22	SE	SE	SE	SE	SE	28
29	B	DW				

**September**

			DW	DW	W	4
5	H	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

**October**

						1	2
3	4	5	6	7	8		9
10	11	12	13	I	I		16
17	18	19	20	21	22		23
24	25	26	27	28	29		30
31							

**November**

	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	H	V	27
28	29	30				

**December**

			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	V	V	V	V	H	25
26	V	V	V	V	H	

August 16-18.....New Teacher Inservice  
 August 23-27 .Special Education Inservice  
 August 30.....Building/Rural Inservice  
 Aug. 31-Sept. 2.....District-wide Inservice

September 3 .....Certificated Work Day  
 September 6.....Labor Day Holiday  
 Sept. 7..... Grades 1-5 Family Conferences  
 September 7 .....Grades 6-12 First Day  
 September 8 .....Grades 1-5 First Day  
 September 13.....Kindergarten First Day

Oct. 14 & 15 .....District-wide Inservice  
 Nov. 24 & 25 .....Thanksgiving Holiday

December 20-Jan. 2 .....Winter Break

January 3.....District-wide Inservice  
 January 4.....Classes Resume  
 January 8 .....Certificated Flex-Work Day

February 10-11 .....District-wide Inservice

March 13-17 .....Spring Break

May 29 .....Memorial Day Holiday

June 1.....Last Day of School  
 June 3 .....Certificated Flex-Work Day

**Bold** signifies students not in the building

**Town Elementary Parent/Teacher Conferences**  
 Nov. 22 & 23 – School in session-evening conferences  
 Nov. 24 – No school - no conferences

Mar. 6 & 7 – School in session-evening conferences  
 June 5 - No school - no conferences

**Kodiak Middle School/Rural K-12 Schools & Kodiak High School Parent/Teacher Conferences**  
 Oct. 20 & 21 – School in session-evening conferences  
 Nov. 24 - No school - no conferences

Mar. 8 & 9 - School in session-evening conferences  
 June 5 - No school - no conferences

\*April 1 and 8 – Potential weather make-up days\*

**January**

						1
2	I	4	5	6	7	W
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

**February**

		1	2	3	4	5
6	7	8	9	I	I	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29				

**March**

			1	2	3	4
5	6	7	8	9	10	11
12	V	V	V	V	V	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

**April**

						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						

**May**

	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	H	30	31			

**June**

				1	I	W
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	



Kodiak Island Borough School District  
**2027 – 2028 School Calendar**  
**Draft C February 27, 2026**

**July**

				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

**August**

1	2	3	4	5	6	7
8	NT	NT	NT	12	13	14
15	SE	SE	SE	SE	SE	21
22	B	DW	DW	DW	W	28
29	30	31				

**September**

			1	2	3	4
5	H	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

**October**

						1
3	4	5	6	7	8	9
10	11	12	13	I	I	16
17	H	19	20	21	22	23
24	25	26	27	28	29	30
31						

**November**

	1	2	3	4	5	6
7	8	9	10	H	12	13
14	15	16	17	18	19	20
21	22	23	24	H	V	27
28	29	30				

**December**

			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	V	V	V	V	H	25
26	V	V	V	V	H	

August 9-11 .....New Teacher Inservice  
 August 16-20 .Special Education Inservice  
 August 23.....Building/Rural Inservice  
 August 24-26 .....District-wide Inservice  
 August 27.....Certificated Work Day  
 August 30 Grades 1-5 Family Conferences  
 August 30.....Grades 6-12 First Day  
 August 31.....Grades 1-5 First Day

September 7.....Kindergarten First Day  
 September 6.....Labor Day Holiday

Oct. 14 & 15 .....District-wide Inservice  
 October 18 .....Alaska Day

November 11.....Veteran’s Day  
 Nov. 24 & 25 .....Thanksgiving Holiday

December 20-Jan. 2 .....Winter Break

January 3.....District-wide Inservice  
 January 4.....Classes Resume  
 January 8 .....Certificated Flex-Work Day  
 January 17 .....Martin Luther King, Jr. Day

February 10-11 .....District-wide Inservice  
 February 21 .....President’s Day

March 13-17.....Spring Break  
 March 27.....Seward’s Day

May 29 .....Memorial Day Holiday

June 1.....Last Day of School  
 June 3 .....Certificated Flex-Work Day

**Bold** signifies students not in the building

**Town Elementary Parent/Teacher Conferences**  
 Nov. 22 & 23 – School in session-evening conferences  
 Nov. 24 – No school - no conferences

Mar. 6 & 7 – School in session-evening conferences  
 June 5 - No school - no conferences

**Kodiak Middle School/Rural K-12 Schools & Kodiak High School Parent/Teacher Conferences**  
 Oct. 20 & 21 – School in session-evening conferences  
 Nov. 24 - No school - no conferences

Mar. 8 & 9 - School in session-evening conferences  
 June 5 - No school - no conferences

\*April 1 and 8 – Potential weather make-up days\*

**January**

						1
2	I	4	5	6	7	W
9	10	11	12	13	14	15
16	H	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

**February**

		1	2	3	4	5
6	7	8	9	I	I	12
13	14	15	16	17	18	19
20	H	22	23	24	25	26
27	28	29				

**March**

			1	2	3	4
5	6	7	8	9	10	11
12	V	V	V	V	V	18
19	20	21	22	23	24	25
26	H	28	29	30	31	

**April**

						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						

**May**

	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	H	30	31			

**June**

				I	I	W
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	

**I Inservice**    **W Work Day**    **FW Flex-Work Day**    **# Regular Attendance**    **H Holiday**    **H Non-contract Holiday**    **V Vacation**



Kodiak Island Borough School District  
**2027 – 2028 School Calendar**  
**Draft D February 27, 2026**

**July**

				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

**August**

1	NT	NT	NT	5	6	7
8	SE	SE	SE	SE	SE	14
15	B	DW	DW	DW	W	21
22	23	24	25	26	27	28
29	30	31				

**September**

			1	2	3	4
5	H	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

**October**

						1	2
3	4	5	6	7	8	9	10
10	11	12	13	I	I	16	17
17	18	19	20	21	22	23	24
24	25	26	27	28	29	30	31

**November**

	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	H	V	27
28	29	30				

**December**

			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	V	V	V	V	H	25
26	V	V	V	V	H	

August 2-4 .....New Teacher Inservice  
 August 9-13 ...Special Education Inservice  
 August 16.....Building/Rural Inservice  
 August 17-19 .....District-wide Inservice  
 August 20.....Certificated Work Day  
 August 23 Grades 1-5 Family Conferences  
 August 23.....Grades 6-12 First Day  
 August 24.....Grades 1-5 First Day  
 August 30.....Kindergarten First Day

September 6.....Labor Day Holiday  
 Oct. 14 & 15 .....District-wide Inservice  
 Nov. 24 & 25 .....Thanksgiving Holiday  
 December 20-Jan. 14 .....Winter Break  
 January 17.....District-wide Inservice  
 January 18.....Classes Resume  
 January 22 .....Certificated Flex-Work Day  
 February 10-11 .....District-wide Inservice  
 March 13-17 .....Spring Break  
 May 29 .....Memorial Day Holiday

June 1.....Last Day of School  
 June 3 .....Certificated Flex-Work Day

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**Town Elementary Parent/Teacher Conferences**  
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 Nov. 24 - No school - no conferences

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 June 5 - No school - no conferences

\*April 1 and 8 – Potential weather make-up days\*

**January**

						1
2	V	V	V	V	V	8
9	V	V	V	V	V	15
16	I	18	19	20	21	W
23	24	25	26	27	28	29
30	31					

**February**

		1	2	3	4	5
6	7	8	9	I	I	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29				

**March**

			1	2	3	4
5	6	7	8	9	10	11
12	V	V	V	V	V	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

**April**

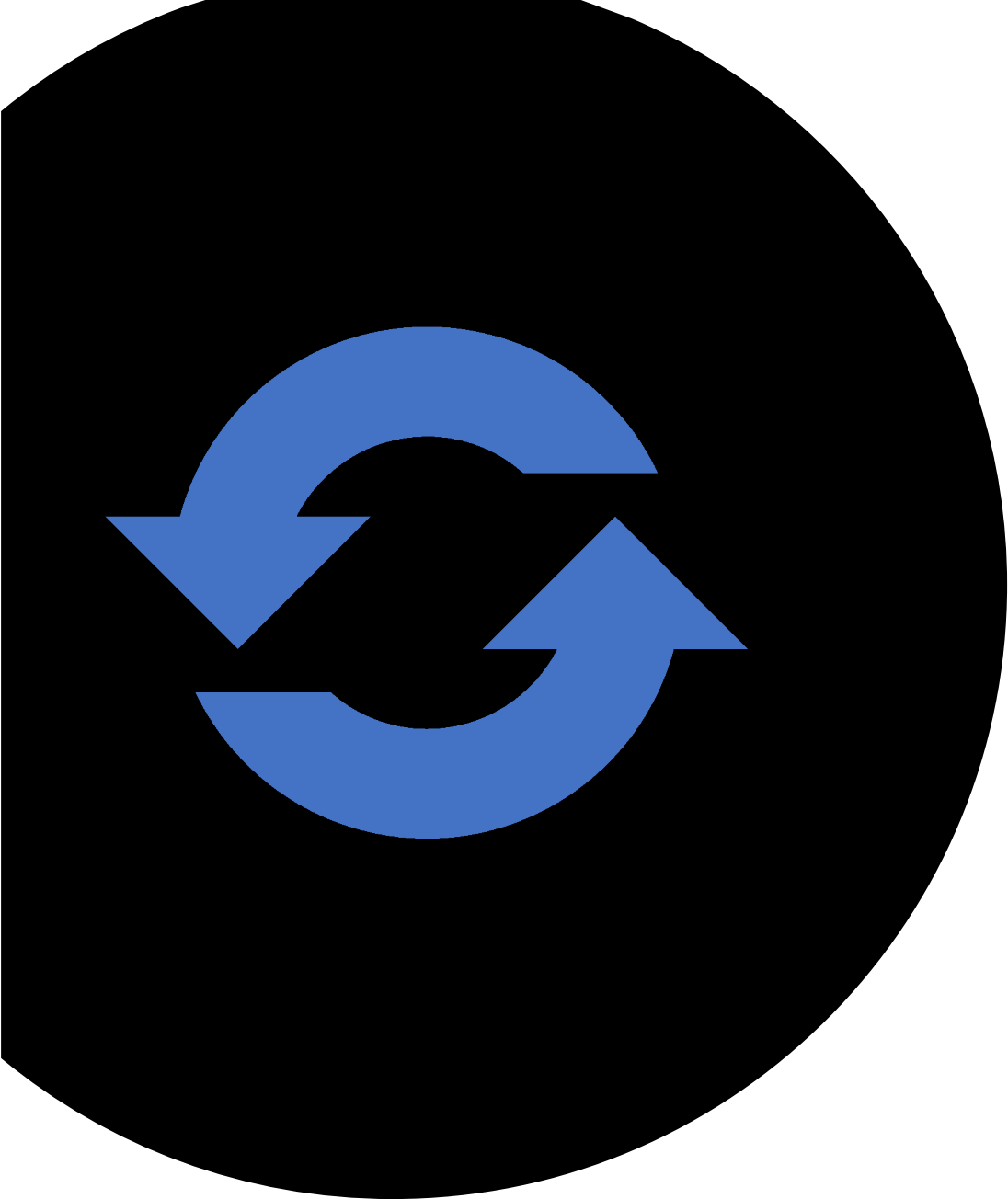
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

**May**

	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	H	30	31			

**June**

				1	I	W
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	



KIBSD Device  
Refresh

# MacBook Neo

- A18 Chip
- 256 GB Storage
- 13"
- 2 USB C ports
- Headphone Jack



# iPad A16

- A16 Chip
- 128 OR 256 GB Storage for KIBSD
- 11"
- Rear Camera
- USB C port



# Logitech Rugged Combo 4 Touch Pad

- Full Keyboard
- Trackpad for cursor control



# Logitech Crayon

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- USB C charging port



# Device Distribution Plan

## MacBook Neo Plan

- Certified
  - MacBook Neo
  - iPad at request
- Classified
  - MacBook Neo
- Admin
  - MacBook Air
- Student Secondary
  - MacBook Neo
- Student Primary
  - iPad

## iPad Plan

- Certified
  - MacBook Neo
  - iPad
- Classified
  - MacBook Neo
- Admin
  - MacBook Air
- Student Secondary
  - 256 GB iPad + Keyboard Case + Stylus
- Student Primary
  - 128 GB iPad + Keyboard Case + Stylus

# Example Neo Deployment

User Type	Count	Laptop Device	iPad Device	iPad Cases	iPad Stylus	Cost to equip	Subtotal
Teachers PK	5	13-inch MacBook Neo 256	None	None	None	\$ 494.00	\$ 2,470.00
Teachers K-5	53	13-inch MacBook Neo 256	iPad A16 256 GB	Logitech Rugged Combo 4 Touch	Logitech Crayon	\$ 1,077.90	\$ 57,128.70
Teachers 6-12	64	13-inch MacBook Neo 256	None	None	None	\$ 494.00	\$ 31,616.00
Aide	118	13-inch MacBook Neo 256	None	None	None	\$ 494.00	\$ 58,292.00
Administrators	14	None	None	None	None	\$ -	\$ -
Secretary	18	13-inch MacBook Air 512	None	None	None	\$ 979.00	\$ 17,622.00
Maintenance	8	None	None	None	None	\$ -	\$ -
Custodians	24	None	iPad A16 256 GB	Logitech Rugged Combo 4 Touch	Logitech Crayon	\$ 583.90	\$ 14,013.60
Counselors	9	13-inch MacBook Air 512	None	None	None	\$ 979.00	\$ 8,811.00
Other	19	13-inch MacBook Air 512	None	None	None	\$ 979.00	\$ 18,601.00
Library	4	13-inch MacBook Air 512	None	None	None	\$ 979.00	\$ 3,916.00
Nurses	7	None	None	None	None	\$ -	\$ -
Long Term Subs	10	13-inch MacBook Neo 256	None	None	None	\$ 494.00	\$ 4,940.00
Primary Student (PreK-5)	750	None	iPad A16 128 GB	Logitech Rugged Combo 4 Touch	Logitech Crayon	\$ 483.90	\$ 362,925.00
Secondary Student (6-12)	980	13-inch MacBook Neo 256	None	None	None	\$ 494.00	\$ 484,120.00
Subs	30	13-inch MacBook Neo 256	None	None	None	\$ 494.00	\$ 14,820.00
Extra MacBooks	30	13-inch MacBook Neo 256	None	None	None	\$ 494.00	\$ 14,820.00
Extra iPads	13	None	iPad A16 256 GB	Logitech Rugged Combo 4 Touch	Logitech Crayon	\$ 583.90	\$ 7,590.70
Tech Services	5	None	None	None	None	\$ -	\$ -

TOTAL

\$ 1,101,686.00

# New MacBook Neo

- New low price MacBook aimed at education
- \$494.00
- 13" Screen
- 256 GB of storage
- Laptop form factor

# Benefits for switching

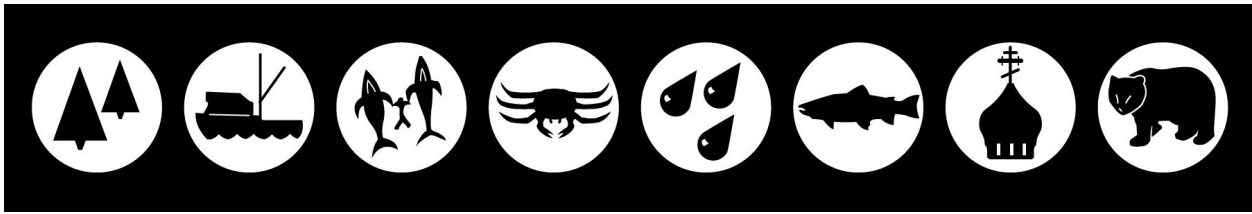
- Lower per person cost than full iPad loadout for 256 GB
- Computer Operating System for multitasking
- Full trackpad and keyboard
- "Desktop" applications
- Staff report more familiarity with MacBooks than iPads
  - Less staff require an iPad for instruction

# Cons for switching

- No back camera for students
  - No QR codes for distribution to students
- No writing/drawing input
- A small amount of sunk cost for iPad Apps
- No Jamf Parent for Neos
  - Need different strategies for when devices are at home

# Classroom Readiness

- Apple Classroom
  - Classroom management tool built into the Operating System
  - Allows teachers to supervise student devices
  - Opening software and locking apps, viewing screens, sharing screens with an Apple TV



**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