

Board of Education Work Session

Monday, August 3, 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. Program Presentations

4.a. Pool Presentation

4.b. Strategic Plan Review

5. Discussion Items

5.a. Updated Draft CIP List

5.b. BP 4119.12, BP 4219.12 and BP 4319.12 *Harassment*

5.c. BP 4119.22, BP 4219.22 and BP 4319.22 *Dress and Grooming*

5.d. BP 4141.6 and BP 4241.6 - *Certificated and Classified Personnel - Concerted Activity/Work Stoppage*

5.e. BP 4151, BP 4251, and BP 4351 *All Personnel - Salary Guides - Exempt Employees*

6. Reports

6.a. Superintendent's Report

Speaker (s) : Superintendent

6.b. Board Committee Reports

7. Board Comments

7.a. Board Comments

Speaker (s) : Board President

8. Adjournment

9. Informational Items

Speaker (s) : Board President

POOL COSTS (KIBSD contribution)

Total KIBSD Annual Cost: \$430,000

KIBSD Utilities: \$270,000

- Water & Sewer – Paid to City of Kodiak: \$10,000
- Garbage – 15% of the KIBSD Maintenance dumpster annual cost: \$4,200
- Electricity (non-heating): \$53,000
- Heating (sourced from HS boiler room): \$202,800, calculated as follows:
 - Total HS heating cost for FY26 (fuel and electricity): \$405,000
 - We had the electric boiler down for maintenance during August, 2025, a time when school was not in session. The fuel boilers consumed 4,000 gallons in 3 weeks, and we can safely assume nearly 100% of that went to heating the pool. Extrapolating from this figure for 52 weeks of heating, pool heating consumption is estimated to be 67,600 gallons of heating fuel per year.
 - At \$3.00/gallon (last year's average), the cost would be \$202,800, which is right at 50% of our total heating cost for the high school.
 - HOWEVER, fuel costs have risen closer to \$5.00/gallon, so for FY27 we expect this amount to rise by \$100,000.

KIBSD Maintenance - Labor Costs: \$65,000

- .5 FTE maintenance technician labor (20 hours per week)
- .25 FTE for custodian labor (10 hours per week)

KIBSD Maintenance - Ongoing Costs \$70,000

- Replacement of Broken Down Equipment: \$30,000 (salt cells, circulation pump)
- Pool Chemicals: \$22,500
- Services – Repairs: \$10,000
- General maintenance supplies: \$5,000
- Custodial supplies: \$2,500

KIBSD Maintenance - Unforeseen Costs: \$25,000

- VFD on main circ pump - \$7,500
- Flow meter - \$7,500
- Both VFDs on HS boiler room heat exchanger pumps - \$10,000

*Even though these are unforeseen in the sense we don't know what might fail and require replacement, we have one-time costs come up every year, and I think it's fair and important to include these.

Kodiak Island Borough School District

2023-2028 Strategic Plan

Looking Forward



MISSION STATEMENT

Engage and empower all students for growth and success.

VISION STATEMENT

Ensure all learners are safe, seen, and supported.

VALUE STATEMENTS

In KIBSD we value:

- having integrity.
- being accountable.
- being collaborative.
- being fair and unbiased.
- being inclusive.
- being innovative.
- being respectful.

BRAND

Engaged in Learning. Prepared for Life.



Teaching and Learning

We will provide, guide, and ensure a robust, standards-based curriculum with focused, individual advancement.

We will provide equitable, high-quality instruction that enables students to develop literacy and reach grade-level proficiency.

We will provide student-centered, culturally responsive learning experiences that develop the whole child.



Community Engagement

We will partner with community organizations and leaders to provide unique learning experiences for all students.

We will communicate frequently, proactively, and transparently with students, families, employers, and the community through various modes.



Human Capital

We will recruit, support, and retain staff through quality training and professional development, avenues for meaningful input, mentorship, and collaboration.

We will create healthy school communities focused on shared leadership and shared success while meeting the needs of staff in their various environments and settings.



Fiscal Health and Sustainability

We will continuously seek potential sources for funding and use available resources to bridge fiscal gaps.

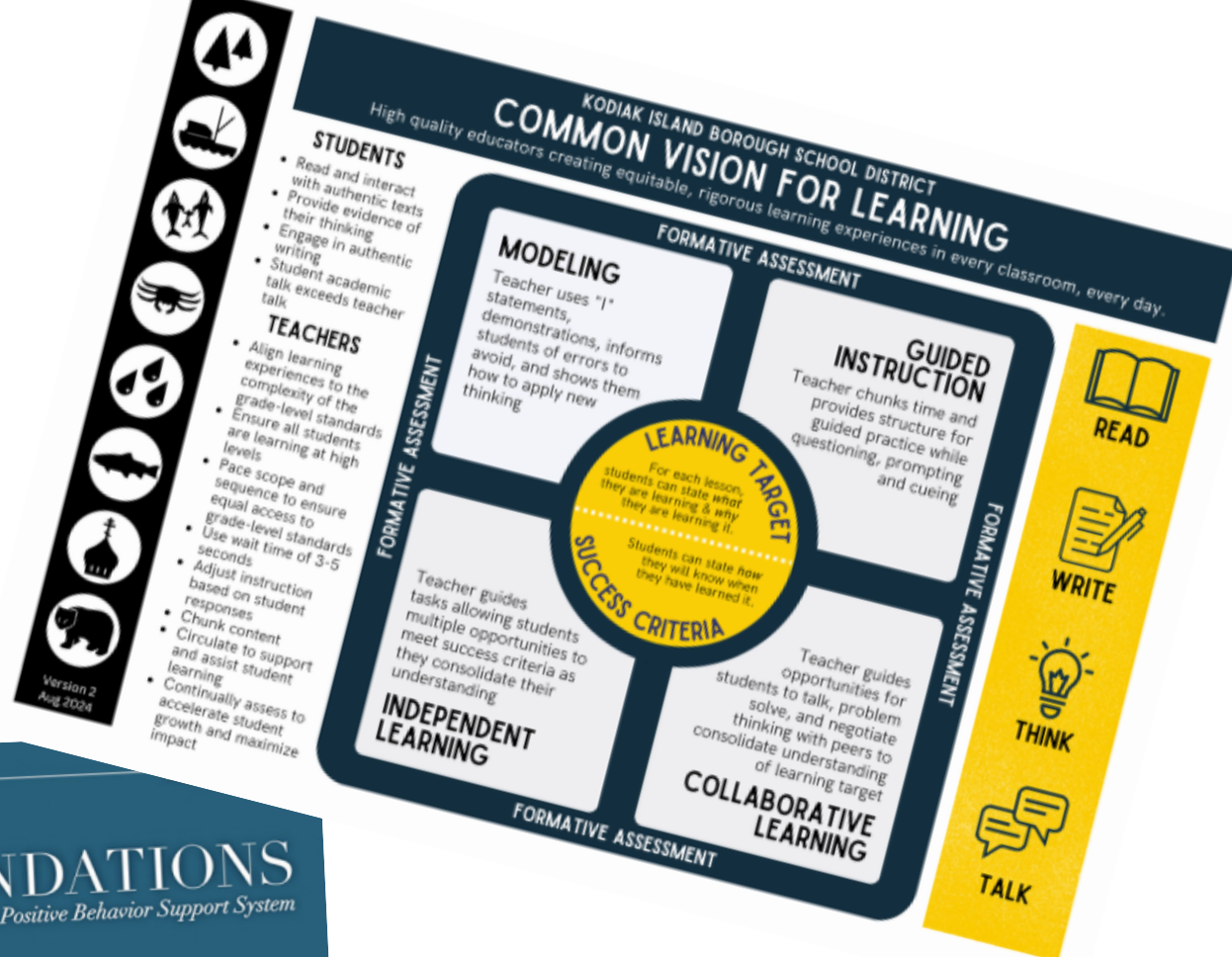
We will prioritize needs and allocate resources to programs and initiatives that have significant impact on student success.

KIBSD BUOY 4 SUCCESS

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

Collaboration
Engage in collaboration focused on student success.

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





Thank you!
Questions?



Board Agenda Item

Kodiak Island Borough School District

722 Mill Bay Rd

Kodiak, Alaska 99615

Board Mtg. Date
08.03.2026 WS

Reports of the
Superintendent

☐

Action
Item

☐

Consent
Agenda

☐

Reports,
Routine
Monthly

☐

Other

☒

Subject:

CIP SIX-YEAR PLAN for FY 2028-2033

**Presenter or
Contact Person:**

Adam Powers, Director for Facilities and Maintenance

Summary:

Administration will present the updated draft of the CIP six-year plan for adoption.

**Financial
Implications:**

There are no fiscal implications to the budget.

Attachments:

Draft CIP Six-Year Plan – updated 7-29-2026

Recommendation:

The Administration recommends the Board approve the FY 2028-2033 Six-Year Capital Improvement Plan

Motion:

I move the Board adopt the updated FY2028-2033 prioritized list for the Capital Improvement Plan as submitted.

INSTRUCTIONS TO COMPLETE FORM 05-19-051

Six-Year Capital Improvement Plan

OVERVIEW

A six-year plan is a vital document for districts in planning and anticipating necessary capital improvement projects. A capital improvement project is a substantial, non-recurring expenditure for a physical improvement with a long useful life. Capital projects are not part of the district's preventive (including routine) maintenance or custodial care programs.

Projects may be derived from reviewing renewal and replacement schedules or population projections, needs identified by school personnel or professional architect or engineer through a condition survey, or recommendations from an energy audit, etc.

The district is encouraged to use and submit this form, required under AS 14.11.011 for grant or debt reimbursement applications, as a planning and presentation tool for all capital projects, regardless of whether the project will be submitted for AS 14.11 state aid funding consideration. It can be a valuable aid to a school board in fulfilling its duty under AS 14.08.101 to approve the district's six-year capital plan.

For questions on completing this form, contact DEED Facilities section staff.
<https://education.alaska.gov/Facilities/>

SET UP

1. Header

Open up the existing document header to add the school district name and update the fiscal year (FY) span. Note: the first fiscal year of a six-year capital plan is typically two years after the current calendar year (e.g. a capital plan reviewed in March of 2019 will address FY 2021 - FY 2026).

2. Tables

Adjust the “**FY 20YY TOTAL**” in each table to reflect the six years of the plan.

3. Certification

Edit the text at the end of the document to fill in the name of the school district board and the date of the meeting when the six-year capital plan is approved and adopted.

PROJECT TABLE

1. District Priority

Projects should be listed in district priority order. Priority is continuous through all fiscal years (e.g. the first fiscal year lists 6 projects, the second fiscal year list will begin with district priority #7, and so on). Inclusion of non-AS .14.11 projects do not adversely affect CIP application scoring.

2. Primary Purpose

A project must meet one of the project definitions outlined in AS 14.11.014 to qualify for AS 14.11 state aid. Reference also Appendix A, “Instructions to completing the Applica

tion for Funding for a Capital Improvement Project”.

3. Project Title & Description

Provide a short, descriptive project title that includes the facility name, major project scope, and town/village (if in a borough or REAA serving multiple communities). The project title should match any CIP application submitted to the department for AS 14.11 funding. Include a detailed scope of work that includes impacted facilities, systems, or components, and necessitating conditions. Note: including the estimated funding from non-district sources can be helpful for internal district fiscal planning.

4. SOA Aid

If a district is anticipating AS 14.11 state aid, grant or debt reimbursement, check the box or provide another notation.

5. Estimated Project Cost

Enter the estimated or actual amount of total projects costs, which include design, construction, equipment, administrative costs, etc. This includes all funding sources: district, local, state, or federal.

6. Adding or Deleting

Each fiscal year should include as many rows as needed to encompass anticipated district projects. To preserve formatting, insert a new row(s) by selecting a middle row then inserting by right-clicking or through the table layout tab. Delete any unnecessary rows.

7. FY Total Project Costs

Enter the sum of the above column of estimated project costs for each fiscal year.

EXAMPLE TABLE

District Priority	Primary Purpose	Project Title & Description	SOA Aid	Estimated Project Cost
1	D	Very Wet Elementary School Roof Replacement Very Wet Elementary is a 50,120 sqft single-story school built in 1980. The roof is original to the school. It is an IRMA roof and has had numerous leaks in the last 10 year. This project will remove the old roof system, including abatement, and inspect the substrate. The new roof will be an EPDM 30 year roof with R80 insulation. Includes new rain drains, new mechanical curbs and pre-painted metal flashing.	X	6,000,000
2	E	Damp Middle School Lighting Upgrades Damp MS is a 38,009 sqft school built in 1987. The majority of the original lighting fixtures were replaced in 2001 with T-8 fluorescents. Modern LED technology will provide an energy savings, with a payback of four years. This project will upgrade all interior and exterior lighting fixtures with energy-efficient LEDs and replace all original wiring and switches.		882,900
FY 2021 TOTAL:				\$6,882,900.00

CIP SUBMITTAL

Minimum project cost for consideration in the DEED CIP grant process is **\$50,000**.

If submitting for AS 14.11 funding, mail completed and signed form by September 1; submit two (2) copies with the application packet, regardless of the number of applications submitted.

Kodiak Island Borough School District
FY 2028 – 2033 Six-Year Capital Improvement Plan

District Priority	Primary Purpose	Project Title & Description	SOA Aid	Estimated Project Cost
1	D	Rural Schools Fire System Modernization Akhiok, Chiniak, Old Harbor, Ouzinkie, and Port Lions schools have antiquated and failing fire protection systems. This project would be to renew the alarm panels, dialers, strobes, horns, smokes, and pull stations. Port Lions has been completed.	☒	\$500,000
2	C	Main Elementary HVAC Controls Replacement The school's heating and cooling control system is 25 years old. Parts are no longer available, so it needs to be fully replaced. Replacing the system will result in greater reliability and lower operating costs, improve occupant comfort, and increase energy efficiency.	☒	\$523,000
3	C	Chiniak School Water System Upgrade Chiniak School is served by a shallow well that is defined by the Alaska Department of Environmental Conservation as a private water system. This project will upgrade the water system in expectation of being re-classified as a public water system and provide for long-term usability of the school, especially if/when enrollment increases.	☒	\$2,035,824

FY 2028 TOTAL

\$3,058,824

Kodiak Island Borough School District
FY 2028 – 2033 Six-Year Capital Improvement Plan

District Priority	Primary Purpose	Project Title & Description	SOA Aid	Estimated Project Cost
4	C	Akhiok Siding, Windows & Door Replacement	☐	\$400,000
5	C	Old Harbor School Siding Replacement	☐	\$450,000
6	C	Kodiak Middle School Siding Repairs & Doors Replacement	☐	\$1,750,000
7	C	Maintenance Shop Roof Replacement	☐	\$450,000
8	E	East Elementary HVAC Controls Replacement	☐	\$400,000
FY 2029 TOTAL				\$3,450,000

District Priority	Primary Purpose	Project Title & Description	SOA Aid	Estimated Project Cost
9	C	Peterson Elementary Siding Repairs	☐	\$550,000
10	C	East Elementary Electrical Lighting Replacement	☐	\$1,000,000
11	C	Main Elementary Siding & Windows Replacement	☐	\$800,000
FY 2030 TOTAL				\$2,350,000

District Priority	Primary Purpose	Project Title & Description	SOA Aid	Estimated Project Cost
12	E	Chiniak School HVAC Controls Replacement	☐	\$250,000
13	E	Akhiok School HVAC Controls Replacement	☐	\$250,000
14	E	Ouzinkie School HVAC Controls Replacement	☐	\$350,000
15	E	Port Lions School HVAC Controls Replacement	☐	\$350,000
16	E	Old Harbor School HVAC Controls Replacement	☐	\$350,000
17	E	Maintenance Shop HVAC Controls Replacement	☐	\$200,000
FY 2031 TOTAL				\$1,750,000

District Priority	Primary Purpose	Project Title & Description	SOA Aid	Estimated Project Cost
18	C	East Elementary Exterior Wall System	☐	\$1,700,000
19	C	Central Offices Exterior Windows & Doors Replacement	☐	\$350,000
20	C	Central Office Interior Doors Replacement	☐	\$200,000
21	C	Akhiok School Flooring Replacement	☐	\$200,000
22	C	Chiniak School Flooring Replacement	☐	\$150,000
23	C	Port Lions School Flooring Replacement	☐	\$350,000
24	C	East Elementary Interior Flooring Replacement	☐	\$1,000,000
25	C	East Elementary Specialties Replacements	☐	\$500,000
26	C	East Elementary Plumbing Piping	☐	\$650,000
27	A	East Elementary Fire Suppression System	☐	\$500,000
FY 2032 TOTAL				\$5,600,000

District Priority	Primary Purpose	Project Title & Description	SOA Aid	Estimated Project Cost
28	C	Kodiak Middle School Roof Partial Replacement	☐	\$1,500,000
29	C	Ouzinkie School Flooring Replacement	☐	\$350,000
30	C	Chiniak School Siding & Windows Replacement	☐	\$350,000
31	C	Port Lions Siding & Windows Replacement	☐	\$1,200,000
FY 2033 TOTAL				\$3,400,000

Kodiak Island Borough School District
FY 2028 – 2033 Six-Year Capital Improvement Plan

Adopted August __, 2026 at a duly convened meeting of the Kodiak Island Borough School District Board of Education at which a quorum was present and voting. I hereby certify that the information presented is true and correct to the best of my knowledge.

Superintendent

Date

School Board President

Date

Submit to the Department of Education & Early Development by September 1

Form #05-19-051



Board Agenda Item

Kodiak Island Borough School District

722 Mill Bay Rd

Kodiak, Alaska 99615

Board Mtg. Date
8/03/2026 WS

Reports of the Superintendent	Action Item	Consent Agenda	Reports, Routine Monthly	Other
☐	☒	☐	☐	☐

Subject:

BP 4119.12, BP 4219.12 and BP 4319.12 Harassment

**Presenter or
Contact Person:**

Dr. Daniel Brigman, Superintendent

Summary:

This update updates harassment language to fit best practices, including that it relates to all school district activities and facilities.

As there are no additional notes from AASB concerning this policy, the 2 referenced updated sections of Alaska Statutes and Alaska Administrative Code have been attached for context.

If the School Board is not comfortable with the language changes, it is the suggestion of the administration to use the current language in 4119.12 to create new sections 4219.12 and 4319.12 consistent with the changes to the new numbering system in Article 4.

**Financial
Implications:**

There is no financial impact to the budget.

Attachments:

- BP 4119.12, BP 4219.12 and BP 4319.12 *Harassment*
- AS 14.18.010 – AS 14.18.100 *Prohibition Against Sex and Race Discrimination*
- 4 AAC 06.500 – 4 AAC 06.600 *Prohibition of Gender or Race Discrimination*

Recommendation:

Administration recommends the Board Review the policy and direct staff concerning potential revisions.

Motion:

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[ALL PERSONNEL -] HARASSMENT**Key**

Black text – current policy with no suggested changes

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

Red [brackets] – additions to policy suggested by AASB

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

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

~~The School Board recognizes that harassment can cause embarrassment, feelings of powerlessness, loss of self-confidence, reduced ability to perform school work, and increased absenteeism or tardiness. The Board shall not tolerate the harassment of any student by any other student or District employee. Any student or employee who is found guilty of harassment shall be subject to disciplinary action. [The School Board is dedicated to providing a safe environment. Harassment disrupts a student's ability to learn and a school's ability to educate. Personnel are expected to demonstrate positive character traits and values. Conduct and speech must be civil and respectful.~~

Personnel are prohibited from engaging in any form of harassment in any school-related setting, including but not limited to: school property, during school hours, on school buses, at bus stops, and at school-sponsored activities, events, or functions.]

Harassment means [and includes, but is not limited to,]intimidation by threats of or ~~actual~~ physical violence; the creation ~~by whatever means~~ of a climate of hostility or intimidation; or the use of language, conduct, or symbols in such a manner as to convey hatred, contempt, or prejudice or to have the effect of insulting or stigmatizing an individual. Harassment includes, but is not limited to, harassment on the basis of race, sex, creed, color, national origin, religion, marital status, or disability.

(cf. 5131.43 - Harassment, intimidation and bullying)

~~(cf. 5145.7 - Sexual Harassment)~~

(cf. 4118 – Dismissal/Suspension/Disciplinary Action)

(cf. 4119.11/4219.11/4319.11 - Sexual Harassment)

(cf. 4119.21/4219.21/4319.21 - Codes of Ethics)

To promote an environment free of harassment, the principal or designee shall take appropriate actions such as removing vulgar or offending graffiti, establishing site rules, and providing staff inservice or student instruction and counseling. Principals shall discuss this policy with their employees and shall assure them that they need not endure any form of harassment.

The Board encourages students or staff to immediately report incidences of harassment to the immediate supervisor of the accused employee or the appropriate personnel department official, without fear of reprisal. The Superintendent or designee shall promptly investigate each complaint of harassment in a way that ensures the privacy of

[ALL PERSONNEL -] HARASSMENT

all parties concerned. In no case shall the student or staff member be required to resolve the complaint directly with the offending person.

Notice of this policy will be circulated to all District schools and departments and incorporated in teacher and student handbooks.

(cf. 0410 - Nondiscrimination in District Programs and Activities)

(cf. 1312.3 - Public Complaints Concerning Discrimination)

(cf. 4030 - Nondiscrimination in Employment)

[(cf. 5141.42 - Professional Boundaries of Staff With Students)]

Legal References:

ALASKA STATUTES

[14.18.010 - 14.18.100](#) Prohibition against ~~*[Sex and Race Discrimination]*~~ ~~*discrimination based on sex or race in public education*~~

ALASKA ADMINISTRATIVE CODE

[4 AAC 06.500 - 4 AAC 06.600](#) Prohibition ~~*[of Gender or Race Discrimination]*~~ ~~*sex discrimination*~~

UNITED STATES CODE

Title VI, Civil Rights Act of 1964

Title IX, Education Amendments of 1972

Individuals with Disabilities Education Act

Americans with Disabilities Act

Adopted: 2/22/10

Revised:

Last Reviewed:

Article 5

Prohibition of Sex Discrimination

4 AAC 06.500. Purpose. The purpose of 4 AAC 06.500 - 4 AAC 06.600 is to establish procedures that will enable school districts to prevent and eliminate, in public education, discrimination on the basis of gender and, in employment, discrimination on the basis of gender or race.

4 AAC 06.510. Discrimination in hiring practices. (a) Hiring practices that are prohibited by AS 14.18.020(1) include the use of any position description, job qualification, or collective bargaining agreement that has the direct or indirect effect of giving preference to an applicant on the basis of gender or race, except that gender may be used as a criterion with respect to jobs requiring personal supervision of persons using locker rooms, showers, or toilet facilities. (b) Nothing in 4 AAC 06.500 - 4 AAC 06.600 prevents a school district from using gender or race as a criterion for meeting employment goals under a valid affirmative action plan. (c) In addition to the requirements of AS 14.18 and this section, the requirements of AS 18.80.220 also apply to hiring practices in public education.

4 AAC 06.520. Recreational and athletic activities. (a) Before February 1, 1994, and thereafter every third school year, each school district shall conduct a survey of students in grades five through 11, in a manner to be established by the district, to determine student interest in specific extracurricular recreational activities, interscholastic athletic activities, and intrascholastic athletic activities. (b) Before March 1 of each school year beginning in 1994, each school district shall adopt a plan that sets out all extracurricular recreational activities, interscholastic athletic activities, and intrascholastic athletic activities that will be offered by the district during the following school year. The plan required by this subsection must provide substantially equal opportunities for each gender, and must, to the maximum extent practicable, accommodate the interests of students as expressed in the survey required by (a) of this section. (c) In developing or amending a plan under (b) of this section, each school district shall evaluate its extracurricular recreational activities, interscholastic athletic activities, and intrascholastic athletic activities to ensure that the activities available to each gender are substantially equal based on the following criteria: (1) the provision of equipment and supplies; (2) the schedule of games and practice times; (3) travel schedules and trips taken; (4) opportunities to receive coaching; (5) assignment of coaches and tutors; (6) provision of locker, practice, and competitive facilities; (7) provision of administrative support services; and (8) publicity. (d) A summary of the results of the survey required by (a) of this section and a copy of the plan required by

(b) of this section must be available for public inspection at each school in the district by September 15 of each school year.

4 AAC 06.530. Guidance and counseling services. (a) School personnel assigned to provide guidance and counseling services shall plan and implement programs and services, and use materials, that encourage students to explore and develop their individual interests in vocational programs and career opportunities without regard to gender. This may include encouraging students to consider nontraditional occupations. (b) Before December 15 of the school year beginning after June 4, 1993, each school district shall establish, have on file, and implement written procedures for the biennial training of all certificated personnel who are assigned to provide guidance and counseling services. Training must include the recognition of gender bias in counseling materials and specific techniques that may be used with students to overcome the effects of gender bias.

4 AAC 06.540. Course offerings. Except as provided in [AS 14.18.050](#)(b), no school district may require or deny participation in any course, program, or activity on the basis of gender.

4 AAC 06.550. Review of instructional materials. (a) Instructional materials must portray people or characters of each gender in a wide variety of occupational, emotional, and behavioral situations, and present each gender in a broad range of its human potential. (b) Before December 15 of the school year beginning after June 4, 1993, each school district shall establish and implement written procedures (1) for the biennial training of certificated personnel in the recognition of gender bias (A) in instructional materials, (B) in career instruction, and (C) in instructional techniques that may be used to overcome the effects of gender bias and discrimination; this training must be at least three hours in length; (2) for the review of textbooks and instructional materials for evidence of gender bias; or discrimination; this review may occur as part of a district's established curriculum review cycle; and (3) for the replacement or supplementation of materials found to exhibit gender bias or discrimination, according to the general textbook and instructional materials replacement procedure of the district. (c) The procedures required by (b) of this section must be submitted to the commissioner within 30 days after their establishment or modification. (d) Nothing in this section requires a district that is in substantial compliance with the requirements of this section to adopt new or different procedures.

4 AAC 06.560. Violations. (a) Each school district shall adopt and make available to the public a grievance procedure through which violations of [AS 14.18](#) or [4 AAC 06.500 - 4 AAC 06.600](#) may be remedied. The grievance procedure must be posted in a public place in each school operated by that district. The district shall make copies available upon request. (b) A district grievance procedure adopted under (a) of this section must

(1) provide for a hearing before the governing body of the district; (2) require that the hearing be held on the record; and (3) require that a final decision be issued within 60 days after the filing of the grievance. (c) If, after exhausting the procedures established under (a) of this section, an aggrieved person believes that a violation has not been remedied, that person may file a complaint with the commissioner on a form prescribed by the department. The complaint must be filed within 180 days of the alleged violation. (d) Upon receipt of a complaint received under (c) of this section, the commissioner or the commissioner's designee shall conduct an investigation of the complaint. If, after conducting the investigation, the commissioner determines that a violation has occurred and the violation justifies action against the school district, the commissioner shall file an accusation with the state board. (e) Upon receipt of an accusation, the chair of the state board will request the appointment of a hearing officer sitting alone to hear the case. (f) A hearing under (e) of this section will be conducted by the hearing officer in accordance with the procedures in [AS 44.62.330](#) - 44.62.640. (g) The state board will accept or reject the hearing officer's proposed decision no later than the first regularly scheduled meeting after the hearing officer has rendered the proposed decision. (h) Nothing in this section precludes a school district and complainant from settling a complaint before holding a hearing before the governing body of the district under (b)(1) of this section.

4 AAC 06.570. Assurance of voluntary compliance. (a) The commissioner may enter into an assurance of voluntary compliance agreement with a school district alleged to be in violation of [AS 14.18](#) or [4 AAC 06](#) instead of further action under [4 AAC 06.560](#). (b) Under the terms of an assurance of voluntary compliance agreement, the school district need not admit wrongdoing, but must agree not to commit the violation in the future. The commissioner may require as a condition of the assurance that the school district submit a plan of compliance for approval by the commissioner. (c) A plan of compliance under (b) of this section or under [4 AAC 06.580](#) must contain at least the following: (1) a timeline for compliance; (2) how compliance will be achieved; (3) criteria by which compliance can be determined; and (4) the name of the person responsible at the district level for supervising compliance.

4 AAC 06.575. Nondiscrimination for filing grievances. A school district may not discriminate against a person for filing a grievance under [AS 14.18](#) or this chapter.

4 AAC 06.580. Remedies. (a) If the state board determines that a school district is or has been engaged in practices in violation of [AS 14.18](#) or [4 AAC 06.500](#) - [4 AAC 06.600](#), the board will, in its discretion, direct the school district or the hearing officer to formulate a plan of compliance. (b) If the school district fails to implement the plan of compliance, or violates a plan of compliance, an assurance of voluntary compliance agreement, or another order of the state board, the commissioner may petition the

board to withhold state funds in accordance with [AS 14.07.070](#). (c) If the commissioner petitions the state board under (b) of this section, the state board will hold an abbreviated hearing in which the commissioner shall state the basis for the petition and the school district will be afforded the opportunity to respond. (d) Nothing in [4 AAC 06.500](#) - [4 AAC 06.600](#) limits the commissioner or the Professional Teaching Practices Commission from seeking to revoke the certification of, suspend, or otherwise discipline an educator who violates [AS 14.18](#) or [4 AAC 06.500](#) - [4 AAC 06.600](#). (e) Nothing in [4 AAC 06.500](#) - [4 AAC 06.600](#) limits the Alaska School Activities Association from barring participation in its activities or otherwise disciplining a member district which violates [AS 14.18.040](#) or [4 AAC 06.520](#).

4 AAC 06.590. Additional authority of the commissioner. In addition to any other duties performed under [4 AAC 06.500](#) - [4 AAC 06.600](#), the commissioner may require a school district to report its efforts toward compliance with [4 AAC 06.500](#) - [4 AAC 06.600](#) and, in the absence of a complaint, may file an accusation with the state board.

4 AAC 06.600. Definitions. In [AS 14.18](#) and [4 AAC 06.500](#) - [4 AAC 06.600](#) (1) "commissioner" means the commissioner of the Department of Education and Early Development; (2) "extracurricular recreational activity" includes school-sponsored or supported clubs, teams, or activities of general or specific interest not part of classroom instruction; (3) "instructional material" includes textbooks, films, filmstrips, workbooks and other materials the primary purpose of which is for use in classroom instructional activity; "instructional materials" does not include literary works; (4) "physical education activities involving bodily contact" means boxing, wrestling, rugby, ice hockey, football, basketball, and other sports the purpose or major activity of which involves bodily contact; (5) "gender bias" means behavior or written materials that, when taken as a whole, portray one gender in a role or status inferior to or more limited than that of the other gender; assign abilities, traits, interests, or activities on the basis of gender stereotypes; denigrate or ridicule on the basis of gender; ignore or substantially underrepresent the numerical existence of one gender for reasons not necessitated by the subject matter of the work; or otherwise treat persons in a discriminatory way on the basis of gender; (6) "state board" means the State Board of Education; (7) "department" means the Department of Education and Early Development; (8) "discrimination" means differential treatment of or the denial of equal opportunity to a person based on that person's race or gender or because that person filed a grievance under this chapter.

Chapter 18. Prohibition Against Discrimination Based on Sex or Race in Public Education.

Sec. 14.18.010. Discrimination based on sex and race prohibited.

Recognizing the benefit to the state and nation of equal educational opportunities for all students, and equal employment opportunity for public education employees, discrimination on the basis of sex against an employee or a student in public education in Alaska and discrimination against an employee on the basis of race violate art. I, § 3 of the Alaska Constitution and are prohibited. A person in the state may not on the basis of sex be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal or state financial assistance.

Sec. 14.18.020. Discrimination in employment prohibited.

The board, the Board of Regents, and each school board in the state shall

(1) allow no difference in conditions of employment, including hiring practices, credential requirements, leaves of absence, hours of employment, pay, employee benefits, and assignment of instructional and noninstructional duties based on sex or race; and

(2) provide the same opportunities for advancement to males and females.

Sec. 14.18.030. Discrimination in counseling and guidance services prohibited.

Guidance and counseling services in public education are available to students equally and shall stress access to career and vocational opportunities to students without regard to sex.

Sec. 14.18.040. Discrimination in recreational and athletic activities prohibited.

(a) Equal opportunity for both sexes in athletics and in recreation shall be provided in a manner that is commensurate with the general interests of the members of each sex. Separate school-sponsored teams may be provided for each sex. A school that sponsors separate teams in a particular sport shall provide equipment and supplies, services, and opportunities, including use of courts, gymnasiums, and pools, to both teams with no disparities based on sex. A school that provides showers, toilets, or training-room facilities for athletic or recreational purposes shall provide comparable facilities for both sexes, either through the use of separate facilities or by scheduling separate use by each sex.

(b) A school shall divide available evening time for athletic events fairly between events for each sex.

(c) The board and the Board of Regents of the University of Alaska shall adopt procedures to determine on an annual basis student interest in male and female participation in specific sports, athletics, and recreation.

Sec. 14.18.050. Discrimination in course offerings prohibited.

(a) Except as provided in (b) this section, all public education classes are available to all students without regard to sex, and curriculum requirements may not be differentiated on the basis of sex.

(b) Separation of the sexes is permitted during sex education programs and during participation in physical education activities if the purpose of the activity involves bodily contact.

Sec. 14.18.060. Discrimination in textbooks and instructional materials prohibited.

(a) School boards shall have textbooks and instructional materials reviewed for evidence of sex bias in accordance with [AS 14.08.111](#)(9) and [AS 14.14.090](#)(7). School boards shall use educationally sound, unbiased texts and other instructional materials as they become available. Nothing in this section prohibits use of literary works.

(b) The board shall establish by regulation standards for nondiscriminatory textbooks and educational materials. Each school board shall provide training for all its certificated personnel on a schedule adopted by the governing body of a school district in the identification and recognition of sex-biased materials.

(c) The Board of Regents shall establish and implement a policy under [AS 14.40.170](#)(b) for the guidance of officers and employees of the university on the selection of nondiscriminatory textbooks and educational materials.

Sec. 14.18.070. Affirmative action.

The board shall establish procedures for affirmative action programs covering both equal employment and equal educational opportunity to be implemented by all school districts and regional educational attendance areas determined by the board not to be in compliance with this chapter.

Sec. 14.18.080. Implementation.

(a) The board shall adopt regulations under [AS 44.62](#) (Administrative Procedure Act) to implement this chapter.

(b) The Board of Regents shall adopt rules under [AS 14.40.170](#)(b)(1) to implement this

Sec. 14.18.090. Enforcement by board of education and early development.

(a) The board shall enforce compliance by school districts and regional educational attendance areas with the provisions of this chapter and the regulations and procedures adopted under it by appropriate order made in accordance with [AS 44.62](#). After a hearing conducted by the office of administrative hearings ([AS 44.64.010](#)) and a finding by the board that a district or a regional educational attendance area is not in compliance with this chapter and is not actively working to come into compliance, the board shall institute appropriate proceedings to abate the practices found by the board to be a violation of this chapter.

(b) After a finding by the board that a district or regional educational attendance area has not complied with [AS 14.18.020](#) — 14.18.070, and that the measures taken under (a) of this section have been ineffective, the board shall withhold state funds in accordance with [AS 14.07.070](#).

Sec. 14.18.100. Remedies.

(a) A person aggrieved by a violation of this chapter or of a regulation or procedure adopted under this chapter as to primary or secondary education may file a complaint with the board and has an independent right of action in superior court for civil damages and for such equitable relief as the court may determine.

(b) A person aggrieved by a violation of this chapter or of a regulation or procedure adopted under this chapter as to postsecondary education has an independent right of action in superior court for civil damages and for such equitable relief as the court may determine.



Board Agenda Item

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

Board Mtg. Date
8/03/2026 WS

Reports of the Superintendent	Action Item	Consent Agenda	Reports, Routine Monthly	Other
☐	☒	☐	☐	☐

Subject:

BP 4119.22, BP 42119.22 and BP 4319.22 *Dress and Grooming*

Presenter or Contact Person:

Dr. Daniel Brigman, Superintendent

Summary:

In the past, KIBSD has opted not to adopt a policy to specifically address *Dress and Grooming*. The attached model policy proposed by AASB for consideration was updated to be concise, simplifying the policy language from their previous version.

Note from AASB:

The following policy is **optional**. If the School Board wishes to expand the policy to proscribe or prohibit specific items of clothing, it is advisable to consult with legal counsel. In adopting such a policy, the district must ensure that its dress code is reasonable and reasonably enforced.

Financial Implications:

There is no financial impact to the budget.

Attachments:

BP 4119.22, BP 42119.22 and BP 4319.22 *Dress and Grooming*

Recommendation:

Administration recommends the Board Review the policy and direct staff concerning potential revisions.

Motion:

ALL PERSONNEL – DRESS AND GROOMING**Key**

Black text – current policy with no suggested changes

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

Red [brackets] – additions to policy suggested by AASB

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

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

[The School Board believes that since staff serve as role models, they should maintain professional standards of dress and grooming.

The School Board encourages staff during school hours to wear clothing that demonstrates their high regard for education and presents an image consistent with their job responsibilities.

Legal Reference:

Breese v. Smith, 501 P.2d 195 (Alaska, 1979)]

Adopted: *Not in current KIBSD Policy.*

Revised:

Last Reviewed:



Board Agenda Item

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

Board Mtg. Date
8/03/2026 WS

Reports of the Superintendent	Action Item	Consent Agenda	Reports, Routine Monthly	Other
☐	☒	☐	☐	☐

Subject:

BP 4141.6 and BP 4241.6 - Concerted Activity/Work Stoppage

**Presenter or
Contact Person:**

Dr. Daniel Brigman, Superintendent

Summary:

KIBSD has not adopted a policy to specifically address *Concerted Activity/Work Stoppage*. AASB originally proposed this model policy in 2004 and this updated version contains minor grammatical changes to the original.

Note from AASB:

The following optional policy may be revised or deleted. SB 16 (Statutes of 1992), repealed Title 14 provisions related to collective bargaining and affirmed placement of public school employees under the Public Employment Relations Act. In addition, public school employees were reclassified from class (a) (2) to class (a) (3) under [AS 23.40.200](#) which provides them the right to strike after exhausting the advisory arbitration process. If advisory arbitration fails, a strike may not begin until at least 72 hours after notice of the strike is given. In any event, a strike may not begin on or after the first day of the school term, as that term is described in [AS 14.03.030](#), unless at least one day in session with students in attendance has passed after notice of the strike is given by the employees. [AS 23.40.080](#) provides public employees the right to engage in concerted activities. AASB is available for assistance in preparing contingency strike plans.

**Financial
Implications:**

There is no financial impact to the budget.

Attachments:

BP 4141.6 and BP 4241.6 - Concerted Activity/Work Stoppage

Recommendation: Administration recommends the Board Review the policy and direct staff concerning potential revisions.

Motion:

**CERTIFICATED AND CLASSIFIED PERSONNEL - CONCERTED
ACTIVITY/WORK STOPPAGE****Key**

Black text – current policy with no suggested changes

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

Red [brackets] – additions to policy suggested by AASB

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

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

[The Superintendent or designee shall maintain a plan for the safe operation of the schools in the event of a work stoppage. In the event of a strike, a walkout, a coordinated mass use of sick leave or any other concentrated refusal of staff to perform assigned duties, the Superintendent or designee shall take whatever emergency steps they deem necessary for the safety of students, staff and district property. Such steps shall be reported to the School Board as soon as possible. When students raise questions related to a work stoppage, staff shall be expected to approach the subject in accordance with the district's policy on controversial issues. Staff shall not let such discussions interfere with their regular employment responsibilities.

(cf. 6144 - Controversial Issues)

Employees shall not provide students with messages or other information that promotes or explains the position of any employee organization that is engaged in or contemplating a work stoppage.

Legal Reference:

ALASKA STATUTES

23.40.080 *Right of public employees*

23.40.200 *Classes of public employees; arbitration]*

Adopted: *Not in current KIBSD Policy.*

Revised:

Last Reviewed:



Board Agenda Item

Kodiak Island Borough School District

722 Mill Bay Rd

Kodiak, Alaska 99615

Board Mtg. Date
8/03/2026 WS

Reports of the
Superintendent

☐

Action
Item

☒

Consent
Agenda

☐

Reports,
Routine
Monthly

☐

Other

☐

Subject:

BP 4151, BP 4251, and BP 4351 All Personnel - Salary Guides - Exempt Employees

Presenter or
Contact Person:

Dr. Daniel Brigman, Superintendent

Summary:

KIBSD does not currently have his policy in place. AASB originally proposed this model policy in 2004 and this updated version contains minor grammatical changes to the original.

Notes from AASB:

The Fair Labor Standards Act (FLSA) is a federal law that requires most employees in the United States to be paid at least the federal minimum wage for all hours worked, and overtime pay at time and one-half the regular rate of pay for all hours worked over 40 hours in a workweek. However, Section 13(a)(1) of the FLSA provides an exemption from both minimum wage and overtime pay for employees employed as bona fide executive, administrative, or professional employees. Sections 13(a)(1) and 13(a)(17) also exempt certain computer employees. To qualify for exemption, employees generally must meet certain tests regarding their job duties and be paid on a salary basis at not less than \$684 per week. These salary requirements do not apply to teachers. Exempt computer employees may be paid at least \$684 on a salary basis or on an hourly basis at a rate not less than \$27.63 an hour. Job titles do not determine exempt status. In order for an exemption to apply, an employee's specific job duties and salary must meet all the requirements of the Department of Labor's regulations.

Under 2004 amendments to the federal regulations, employers can dock pay of exempt employees, without losing their exempt status, for disciplinary suspensions for one or more full days if employees break workplace conduct rules. To be able to take advantage of this provision, employers must adopt a written

policy applicable to all employees that states that violating workplace conduct rules may result in a suspension.

Under the 2004 safe harbor provision, employers will not lose exempt status for employees as a result of improper deductions, so long as several steps are taken. First, your district must have a clearly communicated policy prohibiting improper pay deductions. Second, the policy must contain a complaint procedure. Third, if an employer makes an improper deduction, it must reimburse employees for the improper deduction and make a good faith commitment to comply in the future. Finally, if the employer "willfully" violates the policy by continuing to make improper deductions after a complaint, it will lose exempt status for all employees in the same job classification working for the same managers responsible for the improper deductions for the time period in which the improper deductions were made.

**Financial
Implications:**

There is no financial impact to the budget.

Attachments:

BP 4151, BP 4251, and BP 4351 *All Personnel - Salary Guides - Exempt Employees*

Recommendation:

Administration recommends the Board Review the policy and direct staff concerning potential revisions.

Motion:

ALL PERSONNEL - SALARY GUIDES - EXEMPT EMPLOYEES**Key**

Black text – current policy with no suggested changes

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

Red [brackets] – additions to policy suggested by AASB

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

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

[The School Board is committed to compliance with the salary basis requirements of the Fair Labor Standards Act. Improper deductions from the salaries of exempt employees are prohibited.

(cf. 4253 Overtime Pay/Compensatory Time Off)

Salary Basis Requirement

An exempt employee must meet certain tests regarding their job duties and be paid on a salary basis. Being paid on a "salary basis" means an employee regularly receives a predetermined amount of compensation each day. The predetermined amount cannot be reduced because of variations in the quality or quantity of the employee's work. Subject to exceptions listed below, an exempt employee must receive the full salary for any workweek in which the employee performs any work, regardless of the number of days or hours worked. Exempt employees do not need to be paid for any workweek in which they perform no work.

Permissible Deductions

Deductions from pay are permissible when an exempt employee: is absent from work for one or more full days for personal reasons other than sickness or disability; for absences of one or more full days due to sickness or disability if the deduction is made in accordance with a bona fide plan, policy or practice of providing compensation for salary lost due to illness; to offset amounts employees receive as jury or witness fees, or for military pay; or for unpaid disciplinary suspensions of one or more full days imposed in good faith for violations of district policies or procedures.

The district is not required to pay the full salary in the initial or terminal week of employment; for penalties imposed in good faith for infractions of safety rules of major significance, or for weeks in which an exempt employee takes unpaid leave under the Family and Medical Leave Act. In these circumstances, either partial day or full day deductions may be made.

Complaint Procedure for Improper Deductions

Employees who believe an improper deduction has been made to their salary should immediately report this information to their direct supervisor, or to the human resources department.

Reports of improper deductions will be promptly investigated. If it is determined that an improper deduction has occurred, you will be promptly reimbursed for any improper deduction made.

ALL PERSONNEL - SALARY GUIDES - EXEMPT EMPLOYEES

Legal Reference:

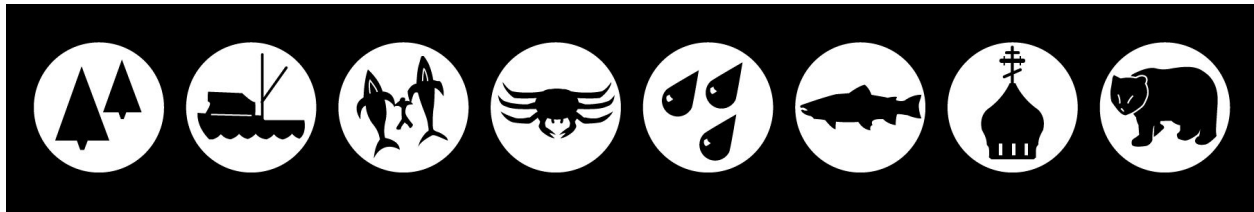
Fair Labor Standards Act, 29 U.S.C. § 201, et seq.]

Adopted: *Not in current KIBSD Policy.*

Revised:

Last Reviewed:

DRAFT



Kodiak Island Borough School District Board of Education

Committee and Board Member Appointments (Updated 10/20/2025)

Facilities Review Committee:

Not Active at Present

Graduation Expectations Committee:

Not Active at Present

CTE Committee:

Duncan Fields, Jesse Mickelson

Todd Burton, Matt Bieber

Curriculum Advisory Committee:

Mike Litzow and Jim Pryor

Angie Hietala, Katrina Stewart

Native Education Parent Committee:

Jim Pryor, Kerry Irons

Todd Burton

Policy Review Committee:

Mike Litzow, Kerry Irons

Cyndy Mika

Staff Development Committee:

Kerry Irons, Jesse Mickelson

Angie Hietala, Katrina Stewart

Strategic Education Plan Committee:

Not Active at Present

Cyndy Mika

Budget Development Committee:

All Board Members

Krista Cowley, Cyndy Mika

Food and Nutrition Committee:

Kerry Irons, Jim Pryor, Graham Edwards (USCG Representative)

Krista Cowley, Jerilyn Urban

Negotiations Committee:

Jim Pryor

Activities Committee:

Jim Pryor, Jesse Mickelson