Board of Education Regular Meeting

Monday, September 21, 2026 6:30 PM
KIBSD Central Office Conference Room F140, 722 Mill Bay Road, Kodiak, Alaska 99615

1.	**KIBSD Board of Education**	
2.	**Preliminaries**	
2.a.	Call to Order	**Speaker(s):** Board President
2.b.	Legal Statements	**Speaker(s):** Board President
2.c.	Public Notification of Recording	**Speaker(s):** Board President
2.d.	Location of Board Meeting Agendas and Documents	**Speaker(s):** Board President
3.	**Opening Items**	
3.a.	Pledge of Allegiance	**Speaker(s):** Board President
3.b.	Alutiiq Land Acknowledgment	**Speaker(s):** Board President
3.c.	Roll Call	**Speaker(s):** Board President
3.d.	Approval of the Agenda	**Speaker(s):** Board President
4.	**Consent Agenda**	
4.a.	Approval of the Consent Agenda	
4.b.	Board of Education Minutes	
4.c.	Advisory School Board Minutes	
4.d.	Facilities Joint Use Agreements	
4.e.	Grant Summary Report	
5.	**Student Representative Report**	
5.a.	Student Representative Report	
6.	**Community Comments**	
6.a.	Community Comments	**Speaker(s):** Board President
7.	**Unfinished Business**	
7.a.	Board Policy Update - BB 9322 *Agenda/Meeting Materials* (Second Reading)	
8.	**New Business**	
8.a.	Pupil Transportation Budget and Public Hearing	**Speaker(s):** Krista Cowley

8.b.	Expenditures Over $50,000 for Approval	
8.c.	Monthly Financial Report	
8.d.	Over-Age Student Request	
8.e.	Approval of Health Teachers and Presenters	
8.f.	FY27 Certificated Contract	
9.	**Reports**	
9.a.	Superintendent's Report	**Speaker(s):** Superintendent
10.	**Community Comments**	
10.a.	Community Comments	
11.	**Board Comments**	
11.a.	Board Comments	**Speaker(s):** Board President
12.	**Adjournment**	
12.a.	Adjournment	
13.	**Informational Items**	**Speaker(s):** Board President
13.a.	Monthly Staffing Report	
13.b.	Intent to Apply - AK Presidential Physical Fitness Testing Education Award	
13.c.	Schools monthly written reports	
13.d.	Immigration Legal Services Presentation April Regular Meeting	
13.e.	Estimated Household Locations	

Board Agenda Item

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

Board Mtg. Date **9-21-26**	**Reports of the Superintendent** ☐ **Action Item** ☐ **Consent Agenda** ☒ **Reports, Routine Monthly** ☐ **Other** ☐
Subject:	**BOARD OF EDUCATION MINUTES**
Presenter or Contact Person:	Dan Brigman, Superintendent
Summary:	The Board of Education Clerk has prepared draft minutes for approval.
Financial Implications:	There are no financial implications to the budget.
Attachments:	RM Minutes 8-17-26 SM Minutes 8-28-26 SM Minutes 9-4-26
Recommendation:	Administration recommends the Board review the Board of Education minutes for adoption, as submitted.
Motion:	**Move to approve the Regular Meeting Minutes of August 17, 2026, and the Special Meeting Minutes of August 28 and September 4, 2026.**

KODIAK ISLAND BOROUGH SCHOOL DISTRICT
BOARD OF EDUCATION
Regular Meeting – August 17, 2026

The Board of Education of the Kodiak Island Borough School District met in a Regular Meeting on Monday, August 17, 2026, in the District Services Conference Room. School Board President KERRY IRONS called the meeting to order at 6:31 p.m.

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

KERRY IRONS
JIM PRYOR
DUNCAN FIELDS
JESSE MICKELSON
MIKE LITZOW

Board members absent: None

A quorum was established.

APPROVAL OF THE AGENDA:

MOTION

JIM PRYOR moved to approve the agenda as submitted. JESSE MICKELSON seconded the motion, and it carried unanimously by a roll call vote of all members present.

APPROVAL OF THE CONSENT AGENDA:

4.a Approval of the Consent Agenda

MOTION

DUNCAN FIELDS moved to approve the Consent Agenda as submitted as submitted. JESSE MICKELSON seconded the motion, and it carried unanimously by a roll call vote of all members present

5. COMMUNITY COMMENTS: None

ACTION ITEMS:

6.a Monthly Financial Report

MOTION

DUNCAN FIELDS moved to acknowledge receipt of the July 2026 financial report. MIKE LITZOW seconded the motion, and it carried unanimously by a roll call vote of all members present

6.b Adoption of CIP List

MOTION

MIKE LITZOW moved to adopt the updated FY2028-2033 prioritized list for the Capital Improvement Plan as submitted. JESSE MICKELSON seconded the motion. And it carried unanimously by a roll call vote of all members present.

6.c Board Policy Update - Updated Part 1 of a Comprehensive Update to Sections of Board Policy, Article 4 *Personnel* Public Hearing and Second Reading.

MOTION

MIKE LITZOW moved to adopt the Board Policies identified in the packet as Amended Part 1 of the Comprehensive Update to Article 4 Personnel in the second reading, as presented. JIM PRYOR seconded the motion.

Board President IRONS opened a public hearing at 6:53 p.m. Upon seeing and hearing none who wished to comment, she resumed the meeting.

The motion carried unanimously by a roll call vote of all members present.

6.d Board Policy Update - BB 9322 *Agenda/Meeting Materials* (First Reading)

MOTION

JIM PRIOR moved to revise Board Bylaw 9322 in first reading, as presented, and forward the policy to the September 21, 2026, regular meeting for second reading and public hearing. JESSE MICKELSON seconded the motion.

MOTION TO AMEND

DUNCAN FIELDS moved to add the following language to Board Bylaw 9322: "Unless, the Board Chairman determines that it is in the interest of the Board to include materials in the board packet after the 3-day inclusion deadline. The Board Chairman's discretion shall be rarely used." MIKE LITZOW seconded the motion, and it carried unanimously by a roll call vote of all members present.

Board President IRONS called for a roll call vote on the main motion as amended. The motion carried unanimously by a roll call vote of all members present.

6.e FY 27 Certificated Contracts

MOTION

MIKE LITZOW moved to approve the FY27 certificated tenured and non-tenured contracts as presented, in the amount of $117,435.67. DUNCAN FIELDS seconded the motion, and it carried unanimously by a roll call vote of all members present.

MOTION

JESSE MICKELSON moved to approve the 2026-2027 certificated contracts for Ashley Shade and Jessica Risley in the amount of $144,588.05. DUNCAN FIELDS seconded the motion, and it carried unanimously by a roll call vote of all members present.

COMMUNITY COMMENTS: Judy Carstens

REPORTS:

8.a Superintendent's Report – Superintendent Dan Brigman presented the report.

8.b Board Committee Reports: None

BOARD COMMENTS

ADJOURNMENT

MOTION

DUNCAN FIELDS moved to adjourn the meeting. JESSE MICKELSON seconded the motion, and it carried unanimously by a voice vote of all members present.

Without objection, and there being no further business, Board President KERRY IRONS adjourned the meeting at 7:38 p.m. on August 17, 2026.

Respectfully Submitted,

Wes Hanna
School Board Clerk

Approved by the Kodiak Island Borough School District Board of Education at their Regular Meeting of September 21, 2026.

_____
Jesse Mickelson
Clerk of the Board

KODIAK ISLAND BOROUGH SCHOOL DISTRICT
BOARD OF EDUCATION
Special Meeting - August 28, 2026

The Board of Education of the Kodiak Island Borough School District met in a Special Meeting on Friday, August 28, 2026, in the District Services Conference Room. School Board Vice President PRYOR called the meeting to order at 3:04 p.m.

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

KERRYIRONS
JIM PRYOR
MIKELITZOW
JESSE MICKELSON

Board members absent: DUNCAN FIELDS.

A quorum was established.

ACTION ITEMS:

5.a EXECUTIVE SESSION TO DISCUSS A PERSONNEL MATTER

MOTION

MIKE LITZOW moved to enter into executive session, per Board Bylaw 9321, to discuss a personnel matter, a subject which may tend to prejudice the reputation and character of any person, provided the person may request a public discussion, and to include Board of Education legal counsel. JESSE MICKELSON seconded the motion, and it carried unanimously by a roll call vote of all members present.

Board Vice President PRYOR convened the executive session at 3:10 p.m. Board Member DUNCAN FIELDS joined the executive session.

5.b ACTIONS RESULTING FROM EXECUTIVE SESSION

Immediately upon the Board's return from executive session, Board Vice President PRYOR reconvened the special meeting at 4:24 p.m.

No action was taken as a result of the executive session.

ADJOURNMENT

MOTION

MIKE LITZOW moved to adjourn the special meeting. JESSE MICKELSON seconded the motion, and it carried unanimously by a voice vote of all members present.

Without objection, and there being no further business, Board Vice President PRYOR adjourned the meeting at 4:26 p.m. on August 28, 2026.

Respectfully submitted,

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Wes Hanna,
School Board Clerk

Approved by the Kodiak Island Borough School District Board of Education at their Regular Meeting of September 21, 2026.

_____
Jesse Mickelson
Clerk of the Board

KODIAK ISLAND BOROUGH SCHOOL DISTRICT
BOARD OF EDUCATION
Special Meeting - September 4, 2026

The Board of Education of the Kodiak Island Borough School District met in a Special Meeting on Friday, September 4, 2026, in the District Services Conference Room. School Board President KERRY IRONS called the meeting to order at 3:00 p.m.

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

KERRYIRONS
JIM PRYOR
MIKELITZOW
JESSE MICKELSON

Board members excused: DUNCAN FIELDS.

A quorum was established.

Community Comments: None

ACTION ITEMS:

5.a EXECUTIVE SESSION TO DISCUSS A PERSONNEL MATTER

MOTION

JIM PRYOR moved to enter into executive session, per Board Bylaw 9321, to discuss a personnel matter, and to include Board of Education legal counsel. JESSE MICKELSON seconded the motion, and it carried unanimously by a roll call vote of all members present.

MOTION

JIM PRYOR moved to include Board of Education Coast Guard Representative Graham Edwards to the executive session. JESSE MICKELSON seconded the motion, and it carried unanimously by a roll call vote of all members present.

Board President IRONS convened the executive session at 3:05 p.m. Board Member DUNCAN FIELDS joined the executive session.

5.b ACTIONS RESULTING FROM EXECUTIVE SESSION

Immediately upon the Board's return from executive session, Board President IRONS reconvened the special meeting at 4:32 p.m.

No action was taken as a result of the executive session.

ADJOURNMENT

MOTION

MIKE LITZOW moved to adjourn the special meeting. JIM PRYOR seconded the motion, and it carried unanimously by a voice vote of all members present.

Without objection, and there being no further business, Board President IRONS adjourned the meeting at 4:33 p.m. on September 4, 2026.

Respectfully submitted,

Wes Hanna,
School Board Clerk

Approved by the Kodiak Island Borough School District Board of Education at their Regular Meeting of September 21, 2026.

_____
Jesse Mickelson
Clerk of the Board

Board Agenda Item

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

Board Mtg. Date **09-21-2026**	**Reports of the Superintendent** ☐	**Action Item** ☐	**Consent Agenda** ☒	**Reports, Routine Monthly** ☐	**Other** ☐	
Subject:	**ADVISORY SCHOOL BOARD MINUTES**					
Presenter or Contact Person:	Dam Brigman, Superintendent					
Summary:	The District has received Advisory School Board Minutes from the Chiniak Advisory School Board.					
Financial Implications:	There are no financial implications to the budget.					
Attachments:	Chiniak ASB 9-10-26					
Recommendation:	Administration recommends the Board acknowledge receipt of the Advisory School Board Minutes as submitted.					
Motion:	Motion to acknowledge receipt of the Advisory School Board Minutes, as submitted.					

CHINIAK September 10, 2026

4:00 p.m. Chiniak School/TEAMS

- Call to Order at 4:05/Roll Call/Introduce Guests: Head teacher-Christy Stark, ASB members: John Stark, Sara Fish, Rochelle Andrews, Sandy Daws.
  Guest-Laura Griffin.
- Community Comments and Correspondence: Laura is asking about fundraising and grants for off island field trip in the Spring.
- Two open seats -
  - Advertise
- Administrator Report
  - Enrollment numbers for FY27 – 18 students. 8 elementary and 10 MS/HS
  - Overview from Ms. Stark – We have started staff meetings once a week. KANA today at the library for Art project. Testing starts next week. Ms. Kelly just delivered books for Battle of the Books. DEAR (drop everything and read) every week. Open house possibly on 9/25. 9/29- field trip to the museum. Orange shirt being made for the students thanks to Leisnoi's donation. Possible Veteran's Day event and maybe Thanksgiving. December Coast Guard Santa Day with Winter program.
  - Sports possibility – grade 6-12 survey the students. Volleyball, Basketball. Wrestling would be 8-12.
- Committee Reports if any
  - Water System-Committee members
    - Need to schedule a meeting
  - Facilities- Work order status (report by Peggy)
    - Current work order report
    - Major Projects-Storage
    - Tsunami Trail upgrades
  - Fundraising update:
    - Current Fundraiser
    - Upcoming Fundraiser
    - Student Fund report-Peggy (maybe delayed due to audit and rollover)
  - Library Committee
- Unfinished Business:
  - Open gym options
  - Continuing to recruit for committees

- Summer programs for Students-keep this on the agenda for next summer 2026
    - STEAM
    - Possible online options
- Open for any items that are not on the agenda
- Next Meeting 10/22/26
- Adjourn

Sandra Daws

John M. Stark

Christy Stark

Board Agenda Item

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

Board Mtg. Date **RM 9-21-26**	**Reports of the Superintendent** ☐	**Action Item** ☐	**Consent Agenda** ☒	**Reports, Routine Monthly** ☐	**Other** ☐	
Subject:	**FACILITY JOINT USE AGREEMENTS**					
Presenter or Contact Person:	Dr. Dan Brigman, Superintendent					
Summary:	Annual renewal of the KIBSD Facility Joint Use Agreements.					
Financial Implications:	There is no financial implication to the budget.					
Attachments:	Port Lions School Joint Use Agreement FY27 Old Harbor School Joint Use Agreement FY27					
Recommendation:	The Administration recommends approval of the FY27 Facility Joint Use Agreements, as submitted.					
Motion:	**Move the approve the FY27 Facility Joint Use Agreements, as submitted.**					

Kodiak Island Borough School District

722 Mill Bay Road
Kodiak, AK 99615

JOINT AGREEMENT FOR THE USE AND OPERATIONS
OF SCHOOL DISTRICT FACILITIES
between
KIBSD and **Port Lions**

This agreement entered into this **21st day of September, 2026**, by and between the KODIAK ISLAND BOROUGH SCHOOL DISTRICT, hereinafter referred to as the DISTRICT, and the CITY OF PORT LIONS, hereinafter referred to as the CITY. The school gyms, multi-purpose rooms, classrooms, hereinafter referred to as the SCHOOL DISTRICT FACILITIES.

Witnesseth:

Whereas, the DISTRICT has under its jurisdiction the operation and management of the KODIAK ISLAND BOROUGH SCHOOL DISTRICT FACILITIES within the CITY boundaries; and

Whereas, it is improper, inconvenient, and costly for the DISTRICT to run a public recreation program; and

Whereas, said SCHOOL DISTRICT FACILITIES are physically convenient and capable of being used by the CITY and its programs, and

Whereas, maximum use can be made of said SCHOOL DISTRICT FACILITIES by the joint use thereof of the DISTRICT and the CITY, and it is in the best interests of the parties hereto and the public that such use be made thereof;

Now Therefore, in consideration of the above premises and the undertaking and covenants of each of the parties as hereinafter set forth, it is agreed by and between the parties as follows:

1. **Terms:** This AGREEMENT shall be effective for a term of 12 months commencing on **October 1, 2026** and ending **September 30, 2027**. The AGREEMENT may be terminated by either party giving 30 days' written notice or, immediate termination may occur based on violation of terms of this agreement.

2. **Program:** DISTRICT and CITY program offerings should be complementary and supportive and not competitive in nature. Joint planning, reporting and evaluation will be required to effect this end.

3. **Facilities:** The DISTRICT FACILITIES, which are the subject of this agreement include the school gym, multi-purpose rooms, classrooms, and limited storage space.

4. **Time periods for specific negotiated use:**
   a. Monday - Friday during the period of the regular school year, roughly September through May, 7:30 a.m. – 7:00 p.m.
   b. Monday - Friday during the period of the regular school year, roughly September through May, 7:00 p.m. - 7:30 a.m.
   c. Saturday, during the period of the regular school year, roughly September through May, 1:00 pm to 3:30 pm
   d. Other time periods mutually agreed upon between the Regional Rural Principal

or his/her designee and the CITY.

5. **Priority of use of School District Facilities:** Priority of use is relative and reflects the intended primary use of the facilities for K-12 educational purposes and the secondary use of community service for recreation, education, and leisure-time activities. In the time period "a." the SCHOOL DISTRICT shall have the exclusive right to use of SCHOOL DISTRICT FACILITIES. The DISTRICT may share the space. In the time period "b." joint use will be assumed with first priority given to SCHOOL DISTRICT sponsored activities. In the time period "c." and "d.", joint-use will be assumed with mutual access by the DISTRICT and the CITY. The DISTRICT will recognize the CITY's need for space as equal, but of a higher priority than other community groups in the scheduling of space use. The DISTRICT may not retain the gym for daily practice of SCHOOL DISTRICT teams beyond 7:00 p.m.

6. **Scheduling of Activities:** Specific requests for use will be made by the CITY to the DISTRICT and will include the following: time, activity description, space desired, approximate number and age of participants, and the plan of supervision and control. Approval rests with the Regional Rural Principal or his/her designee. After the initial approval is granted, the CITY must provide the DISTRICT with at least one week's advance notice prior to commencement of a change in the CITY recreation time schedule for approval by the DISTRICT. Once the CITY establishes their recreation schedule, the DISTRICT must give the CITY at least one week's advance notice before changing their DISTRICT schedule. These schedule changes must be approved by the City official and the Regional Rural Principal or his/her designee. Use of DISTRICT facilities by groups outside the realm of the CITY or the DISTRICT, at times other than during regular school hours, will be scheduled by the Regional Rural Principal or her/his designee after notification and review of affected CITY and DISTRICT staff. Facilities cannot be scheduled unless the Regional Rural Principal or her/his designee is present in the village.

7. **Denial of Facilities:** The DISTRICT and CITY reserve the right to deny the use of SCHOOL DISTRICT FACILITIES to groups and/or individuals when their behavior may either do physical harm to the facilities or participants, or by their presence, downgrade or offend the moral and ethical standards of the DISTRICT and Community. The Regional Rural Principal or his/her designee is designated to effect this denial on the DISTRICT'S behalf. The CITY shall designate an individual to serve on its behalf. Specific rules will be posted in areas of use. Attention to the rules will be accomplished by each activity and as needed throughout the duration of the schedule.

8. **City Obligation:** The CITY's responsibility is restricted to public use of the DISTRICT FACILITIES for those activities under their sponsorship. This means that the CITY will:
   a. Hire, terminate, pay and supervise all CITY personnel. New hires are subject to review by the Regional Rural Principal or his/her designee, and the Advisory School Board will be informed.
   b. Schedule all CITY programs and activities.
   c. Provide for safe storage and handling of all items used during CITY recreation activities.
   d. Provide for policing of area used both during and at the end of each activity.
   e. Provide reimbursement to the DISTRICT for custodial overtime required due to use incurred by the CITY over and beyond the approved schedule.
   f. Provide custodial service for activities outside the normal school year, i.e. time period "d." according to DISTRICT standards.
   g. Provide adequate numbers of trained, qualified personnel for supervision of all CITY sponsored recreation activities and ensure that CITY recreation participants have vacated DISTRICT facilities prior to supervisor's conclusion of duties.

h. If supervision is determined to be inadequate by the Regional Rural Principal or his/her designee, immediate steps must be taken by the CITY to correct the problem. If funding is unavailable for supervisory personnel, recreational use of facilities may be terminated; however, voluntary supervisory personnel may be appointed for the recreation program. The process for this appointment shall be similar to the hiring procedures for DISTRICT classified staff, i.e. the local school administrator shall review applications and make recommendations on selection to the Regional Rural Principal. Voluntary personnel shall be supervised by the Regional Rural Principal or his/her designee.

9. District Obligation: The DISTRICT will:

a. Provide heat, light, power, chemical supplies and equipment, and water necessary for both DISTRICT and CITY use.
b. Handle all major mechanical work.
c. Provide all normal building maintenance to ensure individual health and safety in the gyms and supporting facilities.
d. Provide all normal building maintenance and special maintenance to ensure individual health and safety in the gyms and supporting facilities.
e. Provide regular custodial services during the regular school year, i.e., Monday - Friday, September through May, when facilities are vacated by CITY participants and supervisors by 10:30 p.m.

10. Fees: All fees charged for participation belong to the sponsor of the activity.

11. Property Damage: The DISTRICT FACILITIES or property thereon damaged or destroyed by reason of negligence or acts of CITY employees or persons using the DISTRICT FACILITIES during the times that said facilities are subject to the exclusive use of the CITY shall be the responsibility of the CITY, and reimbursement for replacement or repair thereof shall be made by the CITY to the DISTRICT provided; however, that nothing herein contained shall be construed to obligate the CITY to make repairs for damage which is due to ordinary wear and tear.

12. Liability Insurance: The CITY shall, at all times, maintain and keep in effect liability insurance, naming the KODIAK ISLAND BOROUGH SCHOOL DISTRICT as an additional named insured, and agrees to indemnify the School District for any injuries which occur on the School Premises and SCHOOL DISTRICT FACILITIES due to the users' negligence. Proof of insurance is to be provided to the DISTRICT. The DISTRICT will be given thirty (30) days written notice prior to cancellation of liability insurance.

13. Assignment: The **CITY** shall not assign a portion of, or all of, their duties of this agreement to a third party without written notification to, and written permission of the **DISTRICT**.

Signatures required:

Dorinda L. Kwan

Kodiak Island Borough School District
Superintendent of Schools

City Mayor

Kodiak Island Borough School District
Regional Rural Principal

School Principal/Head Teacher

Kodiak Island Borough School District
Board of Education, President

Advisory School Board Chairperson

Kodiak Island Borough School District
Board of Education, Clerk



Kodiak Island Borough School District

722 Mill Bay Road
Kodiak, AK 99615

JOINT AGREEMENT FOR THE USE AND OPERATIONS
OF SCHOOL DISTRICT FACILITIES
between
KIBSD and **Old Harbor**

This agreement entered into this **21th day of September, 2026**, by and between the KODIAK ISLAND BOROUGH SCHOOL DISTRICT, hereinafter referred to as the DISTRICT, and the CITY OF OLD HARBOR, hereinafter referred to as the CITY. The school gyms, multi-purpose rooms, classrooms, hereinafter referred to as the SCHOOL DISTRICT FACILITIES.

Witnesseth:

Whereas, the DISTRICT has under its jurisdiction the operation and management of the KODIAK ISLAND BOROUGH SCHOOL DISTRICT FACILITIES within the CITY boundaries; and

Whereas, it is improper, inconvenient, and costly for the DISTRICT to run a public recreation program; and

Whereas, said SCHOOL DISTRICT FACILITIES are physically convenient and capable of being used by the CITY and its programs, and

Whereas, maximum use can be made of said SCHOOL DISTRICT FACILITIES by the joint use thereof of the DISTRICT and the CITY, and it is in the best interests of the parties hereto and the public that such use be made thereof;

Now Therefore, in consideration of the above premises and the undertaking and covenants of each of the parties as hereinafter set forth, it is agreed by and between the parties as follows:

1. **Terms:** This AGREEMENT shall be effective for a term of 12 months commencing on **October 1, 2026** and ending **September 30, 2027**. The AGREEMENT may be terminated by either party giving 30 days' written notice or, immediate termination may occur based on violation of terms of this agreement.

2. **Program:** DISTRICT and CITY program offerings should be complementary and supportive and not competitive in nature. Joint planning, reporting and evaluation will be required to effect this end.

3. **Facilities:** The DISTRICT FACILITIES, which are the subject of this agreement include the school gym, multi-purpose rooms, classrooms, and limited storage space.

4. **Time periods for specific negotiated use:**
   a. Monday - Friday during the period of the regular school year, roughly September through May, 7:30 a.m. – 7:00 p.m.
   b. Monday - Friday during the period of the regular school year, roughly September through May, 7:00 p.m. - 7:30 a.m.
   c. Saturday, during the period of the regular school year, roughly September through May, 1:00 pm to 3:30 pm
   d. Other time periods mutually agreed upon between the Regional Rural Principal or his/her designee and the CITY.

5. **Priority of use of School District Facilities:** Priority of use is relative and reflects the intended primary use of the facilities for K-12 educational purposes and the secondary use of community service for recreation, education, and leisure-time activities. In the time period "a." the SCHOOL DISTRICT shall have the exclusive right to use of SCHOOL DISTRICT FACILITIES. The DISTRICT may share the space. In the time period "b." joint use will be assumed with first priority given to SCHOOL DISTRICT sponsored activities. In the time period "c." and "d.", joint-use will be assumed with mutual access by the DISTRICT and the CITY. The DISTRICT will recognize the CITY's need for space as equal, but of a higher priority than other community groups in the scheduling of space use. The DISTRICT may not retain the gym for daily practice of SCHOOL DISTRICT teams beyond 7:00 p.m.

6. **Scheduling of Activities:** Specific requests for use will be made by the CITY to the DISTRICT and will include the following: time, activity description, space desired, approximate number and age of participants, and the plan of supervision and control. Approval rests with the Regional Rural Principal or his/her designee. After the initial approval is granted, the CITY must provide the DISTRICT with at least one week's advance notice prior to commencement of a change in the CITY recreation time schedule for approval by the DISTRICT. Once the CITY establishes their recreation schedule, the DISTRICT must give the CITY at least one week's advance notice before changing their DISTRICT schedule. These schedule changes must be approved by the City official and the Regional Rural Principal or his/her designee. Use of DISTRICT facilities by groups outside the realm of the CITY or the DISTRICT, at times other than during regular school hours, will be scheduled by the Regional Rural Principal or her/his designee after notification and review of affected CITY and DISTRICT staff. Facilities cannot be scheduled unless the Regional Rural Principal or her/his designee is present in the village.

7. **Denial of Facilities:** The DISTRICT and CITY reserve the right to deny the use of SCHOOL DISTRICT FACILITIES to groups and/or individuals when their behavior may either do physical harm to the facilities or participants, or by their presence, downgrade or offend the moral and ethical standards of the DISTRICT and Community. The Regional Rural Principal or his/her designee is designated to effect this denial on the DISTRICT'S behalf. The CITY shall designate an individual to serve on its behalf. Specific rules will be posted in areas of use. Attention to the rules will be accomplished by each activity and as needed throughout the duration of the schedule.

8. **City Obligation:** The CITY's responsibility is restricted to public use of the DISTRICT FACILITIES for those activities under their sponsorship. This means that the CITY will:
   a. Hire, terminate, pay and supervise all CITY personnel. New hires are subject to review by the Regional Rural Principal or his/her designee, and the Advisory School Board will be informed.
   b. Schedule all CITY programs and activities.
   c. Provide for safe storage and handling of all items used during CITY recreation activities.
   d. Provide for policing of area used both during and at the end of each activity.

e. Provide reimbursement to the DISTRICT for custodial overtime required due to use incurred by the CITY over and beyond the approved schedule.
f. Provide custodial service for activities outside the normal school year, i.e. time period "d." according to DISTRICT standards.
g. Provide adequate numbers of trained, qualified personnel for supervision of all CITY sponsored recreation activities and ensure that CITY recreation participants have vacated DISTRICT facilities prior to supervisor's conclusion of duties.
h. If supervision is determined to be inadequate by the Regional Rural Principal or his/her designee, immediate steps must be taken by the CITY to correct the problem. If funding is unavailable for supervisory personnel, recreational use of facilities may be terminated; however, voluntary supervisory personnel may be appointed for the recreation program. The process for this appointment shall be similar to the hiring procedures for DISTRICT classified staff, i.e. the local school administrator shall review applications and make recommendations on selection to the Regional Rural Principal. Voluntary personnel shall be supervised by the Regional Rural Principal or his/her designee.

9. **District Obligation:** The DISTRICT will:
   a. Provide heat, light, power, chemical supplies and equipment, and water necessary for both DISTRICT and CITY use.
   b. Handle all major mechanical work.
   c. Provide all normal building maintenance to ensure individual health and safety in the gyms and supporting facilities.
   d. Provide all normal building maintenance and special maintenance to ensure individual health and safety in the gyms and supporting facilities.
   e. Provide regular custodial services during the regular school year, i.e., Monday - Friday, September through May, when facilities are vacated by CITY participants and supervisors by 10:30 p.m.

10. **Fees:** All fees charged for participation belong to the sponsor of the activity.

11. **Property Damage:** The DISTRICT FACILITIES or property thereon damaged or destroyed by reason of negligence or acts of CITY employees or persons using the DISTRICT FACILITIES during the times that said facilities are subject to the exclusive use of the CITY shall be the responsibility of the CITY, and reimbursement for replacement or repair thereof shall be made by the CITY to the DISTRICT provided; however, that nothing herein contained shall be construed to obligate the CITY to make repairs for damage which is due to ordinary wear and tear.

12. **Liability Insurance:** The CITY shall, at all times, maintain and keep in effect liability insurance, naming the KODIAK ISLAND BOROUGH SCHOOL DISTRICT as an additional named insured, and agrees to indemnify the School District for any injuries which occur on the School Premises and SCHOOL DISTRICT FACILITIES due to the users' negligence. Proof of insurance is to be provided to the DISTRICT. The DISTRICT will be given thirty (30) days written notice prior to cancellation of liability insurance.

13. **Assignment:** The **CITY** shall not assign a portion of, or all of, their duties of this agreement to a third party without written notification to, and written permission of the **DISTRICT**.

Signatures required:

Kodiak Island Borough School District **Superintendent of Schools**	**City Mayor**
Kodiak Island Borough School District **Regional Rural Principal**	**School Principal/Head Teacher**
Kodiak Island Borough School District **Board of Education, President**	**Advisory School Board Chairperson**
Kodiak Island Borough School District **Board of Education, Clerk**	

Board Agenda Item

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

Board Mtg. Date **09.21.2026**	**Reports of the Superintendent** ☐	**Action Item** ☐	**Consent Agenda** X	**Reports, Routine Monthly** ☐	**Other** ☐	

Subject: **FY27 GRANT SUMMARY REPORT**

Presenter or Contact Person: Krista Cowley, Chief Financial Officer
Various Administrators

Summary: BP 3460 The Superintendent or designee shall keep the School Board informed about the District's financial condition.

Financial Implications: See attached Grants Summary Spreadsheet

Attachments: FY26 Grants Summary Spreadsheet and Grant award documents

Recommendation: **The Administration recommends the Board approve the acceptance of the FY27 Grant Summary Report submitted.**

Motion: **Move to approve acceptance of the FY27 Grant Summary Report as presented.**

FY27 Kodiak Island Borough School District Grant Summary Report

Board Meeting Date: 09.21.2026

Ref #	Grant Title	Department Requesting	Status (New Grant, Renewal Grant)	Prior Year Grant Award	Current Grant Award	Change in Grant Amount	Effective Date	Expiration Date	Notes/ Summary of Grant
1612	AFEC Mini Grant	Rural Schools	New Grant		$ 10,000.00	$ 10,000.00	9/1/26	6/30/27	Support for rootED training in Anchorage for Rural Schools Counselor. Training of other KIBSD employees at AKTEACH and KHS. Travel to the rural school sites for implementation with 12th graders.
373	Best Beginnings	Best Beginnings	Renewal	$ 5,500.00	$ 3,204.00	$ (2,296.00)	7/1/26	6/30/27	Dolly Parton's Imagination Library (a program Dolly Parton started in 1996) provides new, age-appropriate, high-quality books in the mail each month to enrolled children under the age of 5 at no cost to their families. When families enroll their children in our Kodiak Imagination Library, they may increase family reading time and the desire for future school success. Long-term benefits include students entering Kindergarten ready for success and an increase in students reading on grade-level by 3rd grade. These grant funds help pay to bring the Imagination Library to Kodiak.
BA27.KISD.01	Alaska School Broadband Assistance Grant	Technology Services	Renewal	$ 647,028.00	$ 647,028.00	$ -	7/1/26	6/30/27	The Broadband Assistance Grant assists schools in paying for internet speeds up to 100 Mbps download speed per school site.

FF27.KISD.01	FFVP - 1st Qtr	Food Services	Renewal	$9,140.63	$6,768.13	$ (2,372.50)	7/1/26	9/30/26	Provide fresh fruit and vegetables outside the meal service to Main, East, Peterson, Akhiok, Chiniak, Old Harbor, Ouzinkie, and Port Lions. KIBSD has been a part of this program since 2008.
205	Pupil Transportation Grant	Finance	Renewal	$ 1,555,542.00	$ 1,660,653.00	$ 105,111.00	7/1/26	6/30/27	The Pupil Transportation Grant assists School District with the costs of transporting students to and from school.

Kodiak Island Borough School District Grant Summary Report for Approval

09.08.2026

Ref #	Grant Title	Department Requesting	Status (New Grant, Renewal Grant)	Prior Year Grant Award	Current Grant Award	Change in Grant Amount	Effective Date	Expiration Date	Notes/ Summary of Grant	Administrator Requesting
	AFEC Mini Grant	Rural Schools	New Grant		$10,000.00		9/1/26	6/30/27	Support for rootED training in Anchorage for Rural Schools Counselor. Training of other KIBSD employees at AKTEACH and KHS. Travel to the rural school sites for implementation with 12th graders.	Peggy Azuyak

Board Agenda Item

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

Board Mtg. Date **9/21/26RM**	**Reports of the Superintendent** ☐ **Action Item** ☒ **Consent Agenda** ☐ **Reports, Routine Monthly** ☐ **Other** ☐
Subject:	**BB 9322 BOARD POLICY ADOPTION & UPDATES**
Presenter or Contact Person:	Dr. Daniel Brigman, Superintendent
Summary:	Superintendent Brigman is requesting the adoption of updates to the following policies: • BB 9322 - *Agenda/Meeting Materials* The Policy Committee has reviewed the updates and their suggested changes are noted on each draft policy.
Financial Implications:	There is no financial impact to the budget.
Attachments:	BB 9322 - *Agenda/Meeting Materials*
Recommendation:	**Administration recommends the Board:** 1. September 21 - Hold a public hearing and adopt in second reading.
Motion:	**Move to adopt Board Bylaw 9322 in second reading, as presented.**

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

Construction of Agenda

The School Board president and the Superintendent shall prepare an agenda for each meeting of the Board.

(cf. 9121 - President)

Items may be placed on the agenda by the Superintendent, the Board President, any Board member with approval of the Board President, or by request of any two Board members. Items must be added to the agenda no later than five (5) days before the scheduled meeting date. All agendas shall include the meeting time and place and a description of each business item to be transacted or discussed. All agendas shall be posted for public review prior to the meeting.

(cf. 9320 - Meetings)

The Board shall give members of the public the opportunity to testify at regular meetings on matters which are not on the agenda but which are within the subject matter jurisdiction of the Board. An agenda item for such input shall be included on Board agendas. The Board shall not take action on such matters at that meeting.

(cf. 9012 – Communications to and from the Board)
(cf. 9323 - Meeting Conduct)

All public communications with the Board are subject to requirements of relevant Board policies and administrative regulations.

(cf. 1312 - 1312.4 – Public Complaints Concerning Schools)

Board Member Preparation

~~A copy of the agenda shall be forwarded to each Board member~~ [The agenda and supporting materials shall be posted publicly] at least three (3) days before each [work session and] regular meeting date~~. , together with the Superintendent or designee's report, minutes to be approved, copies of communications, reports from committees, staff, citizens and others, and other available documents pertinent to the meeting.~~ [unless, the Board Chairman determines that it is in the interest of the Board to include materials in the board packet after the 3-day inclusion deadline. The Board Chairman's discretion shall be rarely used.]

DRAFT

When special meetings are called, the secretary and president shall make every effort to get the agenda and support materials to Board members as soon as possible.

Board members shall review agenda materials before each meeting. Individual members may confer directly with the Superintendent or designee to obtain specific information on agenda items.

Agendas and minutes will be made available to the public on the District website. All agenda items will be referenced to the Strategic Plan.

(cf. 9200 - Board Members)

Legal Reference:

ALASKA STATUTES
29.20.020 Meetings public

Adopted: 2/22/10
Revised: 11/21/22
Last Reviewed: 4/20/26

DRAFT

Board Agenda Item

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

Board Mtg. Date **09.21.2026**	**Reports of the Superintendent** ☐	**Action Item** X	**Consent Agenda** ☐	**Reports, Routine Monthly** ☐	**Other** ☐

Subject: **FY27 PUPIL TRANSPORTATION BUDGET**

Presenter or Contact Person: Krista Cowley, Chief Financial Officer

Summary:

Please find the FY27 Proposed Pupil Transportation budget as presented.

The FY27 expected Revenue is $2,369,447.30, which includes the use of $17,307.45 of Pupil Transportation Fund Balance and $796,597.85 of General Fund Fund Balance. The FY27 Expenses are $2,369,447.30.

The budget includes the following:

10 General Education routes
5 Special Education routes
1 Chiniak route
1 Port Lions route
1 Old Harbor route
2 Pre-K routes (Sped Rate)

Financial Implications:

$17,307.45 of the current unaudited $17,307.45 Transportation Fund Balanced will be used, leaving $0.00 remaining. Additionally, a projected $796,597.85 of General Fund Fund Balance will be used to balance the FY27 Pupil Transportation Budget.

Attachments:

FY27 Pupil Transportation Revenue and Budget Reports

Recommendation:	**The Administration recommends the Board approve the FY27 Pupil Transportation Budget in the amount of $2,369,447.30 as presented.**
Motion:	**Move to approve the FY27 Pupil Transportation Budget in the amount of $2,369,447.30 as presented.**

THE STATE of ALASKA
GOVERNOR MIKE DUNLEAVY

Department of Education & Early Development

FINANCE & SUPPORT SERVICES

333 Willoughby Ave, 9th Floor
PO Box 110500
Juneau, Alaska 99811-0500
907.465.2890
Alenita.Danner@alaska.gov

TO: All Business Managers

FROM: Alenita Danner, School Finance Specialist

DATE: **September 3, 2026**

SUBJECT: FY2027 Pupil Transportation Grant Payment

Attached is a copy of the first grant payment for the FY2027 Pupil Transportation Program. This is the first of three scheduled payments.

- **First Payment (attached): Calculated using the projected Average Daily Membership (ADM) for the current year**
- Second Payment in Winter 2026: Based on the preliminary October ADM
- Final Payment in Spring 2027: Adjusted based on the final FY2027 ADM

In 2025 the legislature increased the per-student cost rate for the Pupil Transportation Program. This change to AS 14.09.010(a) raised the amount districts receive per brick-and-mortar ADM to help address rising transportation costs.

Please retain the attached document for your records. If you have any questions regarding this payment, feel free to reach out to me at Alenita.Danner@alaska.gov or 907-465-2890.

Department of Education & Early Development
FY2027 Pupil Transportation Program
Prepared 9/3/2026

SCHOOL DISTRICT	PROJECTED FY2027 ADM	FY2027 PER-STUDENT COST	ESTIMATED FY2027 GRANT	FIRST GRANT PAYMENT
Alaska Gateway	311.00	$ 2,529	$ 786,519	$ 262,173
Aleutian Region	23.00	-	-	-
Aleutians East Borough	147.00	377	55,419	18,473
Anchorage	38,927.50	529	20,592,648	6,864,216
Annette Island	263.00	221	58,123	19,374
Bering Strait	1,595.00	59	94,105	31,368
Bristol Bay Borough	85.00	3,247	275,995	91,998
Chatham	146.00	341	49,786	16,595
Chugach	87.00	-	-	-
Copper River	265.50	1,928	511,884	170,628
Cordova	367.00	408	149,736	49,912
Craig	197.50	514	101,515	33,838
Delta Greely	599.00	2,013	1,205,787	401,929
Denali Borough	154.00	2,197	338,338	112,779
Dillingham	372.00	1,480	550,560	183,520
Fairbanks N. Star Borough	10,060.00	992	9,979,520	3,326,507
Galena	272.00	309	84,048	28,016
Haines Borough	211.00	761	160,571	53,524
Hoonah	106.00	363	38,478	12,826.00
Hydaburg	52.00	-	-	-
Iditarod Area	149.00	257	38,293	12,764
Juneau Borough	3,568.00	733	2,615,344	871,781
Kake	112.00	330	36,960	12,320
Kashunamiut	307.95	6	1,848	616
Kenai Peninsula Borough	6,969.00	1,112	7,749,528	2,583,176
Ketchikan Gateway Borough	1,760.50	883	1,554,522	518,174
Klawock	110.00	710	78,100	26,033
Kodiak Island Borough	1,602.00	971	1,555,542	518,514
Kuspuk	268.00	794	212,792	70,931
Lake and Peninsula Borough	269.00	466	125,354	41,785
Lower Kuskokwim	3,668.00	337	1,236,116	412,039
Lower Yukon	1,971.00	1	1,971	657
Mat-Su Borough	15,328.00	1,106	16,952,768	5,650,923
Nenana	201.00	714	143,514	47,838
Nome	645.00	755	486,975	162,325
North Slope Borough	1,706.65	1,361	2,322,751	774,250
Northwest Arctic Borough	1,719.00	30	51,570	17,190
Pelican	15.00	-	-	-
Petersburg	454.00	455	206,570	68,857
Pribilof	55.00	-	-	-
Saint Mary's	167.00	234	39,078	13,026
Sitka Borough	971.00	520	504,920	168,307
Skagway	122.00	44	5,368	1,789
Southeast Island	159.50	1,404	223,938	74,646
Southwest Region	568.00	726	412,368	137,456
Unalaska	348.00	788	274,224	91,408
Valdez	552.50	894	493,935	164,645
Wrangell	266.00	851	226,366	75,455
Yakutat	65.00	904	58,760	19,587
Yukon Flats	184.00	321	59,064	19,688
Yukon Koyukuk	304.00	364	110,656	36,885
Yupiit	510.00	2	1,020	340
TOTALS	**99,335.60**	**$ 36,341**	**$ 72,813,247**	**$ 24,271,081**

205 PUPIL TRANSPORTATION - REVENUE REPORT

From Date: 7/1/2026 To Date: 6/30/2027

Fiscal Year: 2026-2027 ☐ Subtotal by Collapse Mask ☑ Include pre encumbrance ☐ Print accounts with zero balance ☑ Filter Encumbrance Detail by Date Range

☐ Exclude Inactive Accounts with zero balance ☐ Include All Encumbrances

Account Number	Description	GL Budget	Range To Date	YTD	Balance	Encumbrance	Budget Balance	% Bud
205.000.000.0000.065.0000	STUDENT TRANSPORT'N-STATE	($1,555,542.00)	$0.00	$0.00	($1,555,542.00)	$0.00	($1,555,542.00)	100.00%
205.000.000.0000.236.0000	PUPIL TRANS USE OF FUND BALANC	($17,307.45)	$0.00	$0.00	($17,307.45)	$0.00	($17,307.45)	100.00%
205.000.000.0000.250.0000	TRANFRS FROM OTHER FUNDS	($796,597.85)	$0.00	$0.00	($796,597.85)	$0.00	($796,597.85)	100.00%
	FUNCTION: UNDESIGNATED - 000	($2,369,447.30)	$0.00	$0.00	($2,369,447.30)	$0.00	($2,369,447.30)	100.00%
	FUND: STUDENT TRANSPORTATION - 205	($2,369,447.30)	$0.00	$0.00	($2,369,447.30)	$0.00	($2,369,447.30)	100.00%
	Grand Total:	($2,369,447.30)	$0.00	$0.00	($2,369,447.30)	$0.00	($2,369,447.30)	100.00%

End of Report

205 PUPIL TRANSPORTATION

From Date: 7/1/2026 To Date: 6/30/2027

Fiscal Year: 2026-2027 ☐ Subtotal by Collapse Mask ☑ Include pre encumbrance ☐ Print accounts with zero balance ☑ Filter Encumbrance Detail by Date Range

☐ Exclude Inactive Accounts with zero balance ☐ Include All Encumbrances

Account Number	Description	GL Budget	Range To Date	YTD	Balance	Encumbrance	Budget Balance	% Bud
205.000.760.0000.440.0000	OTHER PURCHASED SERVICES	$1,452,928.80	$0.00	$0.00	$1,452,928.80	$1,452,928.80	$0.00	0.00%
205.000.760.0000.458.0000	GAS & OIL (VEHICLES)	$75,060.30	$0.00	$0.00	$75,060.30	$0.00	$75,060.30	100.00%
205.000.760.0000.458.7100	GAS & OIL (VEHICLES)	$0.00	$3,028.29	$3,028.29	($3,028.29)	$72,032.01	($75,060.30)	0.00%
205.492.760.0000.440.0000	OTHER PURCHASED SERVICES	$841,458.20	$0.00	$0.00	$841,458.20	$841,458.20	$0.00	0.00%
	FUND: STUDENT TRANSPORTATION - 205	$2,369,447.30	$3,028.29	$3,028.29	$2,366,419.01	$2,366,419.01	$0.00	0.00%
	Grand Total:	$2,369,447.30	$3,028.29	$3,028.29	$2,366,419.01	$2,366,419.01	$0.00	0.00%

End of Report

Board Agenda Item

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

Board Mtg. Date 09.21.2026	**Reports of the Superintendent** ☐	**Action Item** X	**Consent Agenda** ☐	**Reports, Routine Monthly** ☐	**Other** ☐

Subject: **Request to Approve the following Purchase Requisitions:**
#70627 – First Student, Inc.
Various Requisitions – Food Services of America
#70637 – Fisher & Phillips, LLP

Presenter or Contact Person: Krista Cowley, Chief Financial Officer
Jerilyn Urban, Food Services Coordinator

Summary: BP 3300 Prior Board approval is required for purchases over $50,000. The Board shall approve or ratify all such transactions.

Financial Implications: See attached Expenditures over $50K Summary spreadsheet.

Attachments: FY27 Expenditures over $50K Summary Spreadsheet
#70627 to First Student Inc in the amount of $2,294,387.00
Various Requisitions to Food Services of America, not to exceed the total of $225,000.00
#70637 to Fisher & Phillips, LLP in the amount of $100,000.00.

Recommendation: **The Administration recommends the Board approve the FY27 Expenditures over $50,000 Summary Report submitted.**

Motion: **Move to approve the FY27 Expenditures over $50,000 as presented.**

Kodiak Island Borough School District Over $50,000 Summary Report for Approval

Board Meeting Date: 09.21.2026

Ref #	Vendor Name	Department Requesting	Status (New, Renewal, Vendor Change)	Prior Year Purchase Amount	Current Purchase Amount	Change / Purchase Amount	Effective Date	Expiration Date	Notes/ Summary of Purchase
70627	First Student, Inc.	Finance	Renewal	$2,067,022.20	$2,294,387.00	$ 227,364.80	07.01.2026	06.30.2027	Pupil Transportation for FY27 School Year
Various	Food Services of America	Food Services	Renewal		$ 225,000.00		07.01.2026	06.30.2027	Food Service Supplies for the FY27 School Year
70637	Fisher & Phillips, LLP	Human Resources	Renewal	$ 89,935.00	$ 100,000.00	$ 10,065.00	07.01.2026	06.30.2027	

Purchase Requisition DISTRICT WIDE No. 70627

Vendor Information	Requisition Information
FIRST STUDENT, INC	SHIP TO: KODIAK SCHOOL DISTRICT
2014 MILL BAY ROAD	REQUESTER: FERLENE FUENTES
	PROJECT: Project
KODIAK AK 99615	REQUISITION TYPE: Purchase Order
Contact Person:	ORDER METHOD: www
Phone: (907) 486-3600 Fax: (907) 486-3070	REQUISITION DATE: 9/16/2026 DATE REQUIRED: 10/1/2026
	REFERENCE: FY27 BUSSING
	BUYER: AWARD NUMBER:

Line	Qty	Unit	Part#	Description	Account Number	Unit Price	Extended	Tax	Freight
1	170	DAYS		HS/MS/ELEM, ROUTESxDAILY RATE (10 * 649.87 = $6,498.70)	205.000.760.0000.440.0000	6,498.70	1,104,779.00	0.00	0.00
2	170	DAYS		CHINIAK LOCAL ROUTE/KODIAK	205.000.760.0000.440.0000	856.25	145,562.50	0.00	0.00
3	170	DAYS		OLD HARBOR ROUTE	205.000.760.0000.440.0000	590.04	100,306.80	0.00	0.00
4	170	DAYS		PORT LIONS ROUTE	205.000.760.0000.440.0000	601.65	102,280.50	0.00	0.00
5	170	DAYS		SPECIAL EDUCATION ROUTES (5 * 771.98 = $3,859.90)	205.492.760.0000.440.0000	3,859.90	656,183.00	0.00	0.00
6	120	DAYS		PRE-K ROUTES (2 * 771.98 = $1,543.96)	205.492.760.0000.440.0000	1,543.96	185,275.20	0.00	0.00

APPROVAL SIGNATURES: _____

_____

Sub-Total:	2,294,387.00
Freight:	0.00
Tax:	0.00
Total Amount:	2,294,387.00

NOTES:

REQUESTOR'S COPY

APPROVED AT THE SPECIAL MEETING ON 9.2.2025

Wednesday, September 16, 2026

Purchase Requisition ASST SUPERINTENDENT No. 70637

Vendor Information

FISHER & PHILLIPS, LLP
1200 ABERNATHY ROAD SUITE 950

ATLANTA GA 30328
Contact Person:
Phone: (404) 231-1400 Fax:

Requisition Information

SHIP TO: KODIAK SCHOOL DISTRICT
REQUESTER: MELISSA ALEXANDER
PROJECT: Project
REQUISITION TYPE: Blanket
ORDER METHOD: www
REQUISITION DATE: 9/16/2026 DATE REQUIRED: 10/1/2026
REFERENCE:
BUYER: AWARD NUMBER:

Line	Qty	Unit	Part#	Description	Account Number	Unit Price	Extended	Tax	Freight
1	1	EA		Preparation and filing of PERM Labor Certification with the US Department of Labor (DOL)	100.561.550.0000.410.5610	100,000.00	100,000.00	0.00	0.00

APPROVAL SIGNATURES: _____

_____

Sub-Total:	100,000.00
Freight:	0.00
Tax:	0.00
Total Amount:	100,000.00

NOTES:

REQUESTOR'S COPY

Thursday, September 17, 2026

Board Agenda Item

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

Board Mtg. Date **09.21.2026**	**Reports of the Superintendent** ☐	**Action Item** ☐	**Consent Agenda** ☐	**Reports, Routine Monthly** X	**Other** ☐

Subject: **FY27 AUGUST FINANCIAL REPORTS**

Presenter or Contact Person: Krista Cowley, Chief Financial Officer

Summary: August Financial Reports

Financial Implications: BP 3460 The Superintendent or designee shall keep the School Board informed about the District's financial condition. The Board shall review the District's financial condition monthly, through the monthly Report of Revenues and Expenditures, to determine whether the district will be able to meet its financial obligations for the remainder of the fiscal year.

Attachments:
Board General Fund – Revenue Report
Board General Fund – Expenditure by Object
Board General Fund – Expenditures by Function
Board General Fund – Expenditures by Site

AUGUST-26	YTD Expense	YTD % by Function
Function 100-400	$ 656,851.48	40%
Function 500-800	$ 983,508.65	60%
Total	$ 640,360.13	

Recommendation:	**The Administration recommends the Board approve the FY27 August Financial Reports as presented.**
Motion:	**Superintendent Dan Brigman is requesting Board action to acknowledge the receipt of the August Report of Revenues and Expenditures, with Year-to-Date General Fund Revenues in the amount of $194,894.60 and Year-to-Date General Fund Expenditures in the amount of $1,640,360.13.**

KODIAK ISLAND BOROUGH SCHOOL DISTRICT

BOARD GENERAL FUND - REVENUE REPORT

From Date: 8/1/2026 To Date: 8/31/2026

Fiscal Year: 2026-2027 ☐ Subtotal by Collapse Mask ☑ Include pre encumbrance ☐ Print accounts with zero balance ☑ Filter Encumbrance Detail by Date Range

☐ Exclude Inactive Accounts with zero balance ☐ Include All Encumbrances

Account Number	Description	GL Budget	Range To Date	YTD	Balance	Encumbrance	Budget Balance	% Bud
100.000.000.0000.011.0000	BOROUGH APPROPRIATION	($13,129,556.00)	$0.00	$0.00	($13,129,556.00)	$0.00	($13,129,556.00)	100.00%
100.000.000.0000.012.0000	IN-KIND P&C INSURANCE	($505,000.00)	$0.00	$0.00	($505,000.00)	$0.00	($505,000.00)	100.00%
100.000.000.0000.014.0000	IN-KIND AUDIT	($50,000.00)	$0.00	$0.00	($50,000.00)	$0.00	($50,000.00)	100.00%
100.000.000.0000.015.0000	IN-KIND GRND MAINTENANCE	($95,000.00)	$0.00	$0.00	($95,000.00)	$0.00	($95,000.00)	100.00%
100.000.000.0000.043.0000	ATHLETIC FEES	($25,000.00)	$0.00	$0.00	($25,000.00)	$0.00	($25,000.00)	100.00%
100.000.000.0000.045.0000	FACILITIES USE AGREEMENT	($6,000.00)	$0.00	($100.00)	($5,900.00)	$0.00	($5,900.00)	98.33%
100.000.000.0000.046.0000	VILLAGE RENTALS	($96,000.00)	$0.00	$0.00	($96,000.00)	$0.00	($96,000.00)	100.00%
100.000.000.0000.047.0000	E-RATE REIMBURSEMENT	($2,337,535.20)	($194,794.60)	($194,794.60)	($2,142,740.60)	($2,142,740.60)	$0.00	0.00%
100.000.000.0000.051.0000	FOUNDATION	($25,731,506.00)	$0.00	$0.00	($25,731,506.00)	$0.00	($25,731,506.00)	100.00%
100.000.000.0000.052.0000	STATE MILITARY CONTRACT	($879,582.00)	$0.00	$0.00	($879,582.00)	$0.00	($879,582.00)	100.00%
100.000.000.0000.054.0000	QUALITY SCHOOLS	($80,908.00)	$0.00	$0.00	($80,908.00)	$0.00	($80,908.00)	100.00%
100.000.000.0000.055.0000	HB39	($8,000.00)	$0.00	$0.00	($8,000.00)	$0.00	($8,000.00)	100.00%
100.000.000.0000.056.0000	TRS ON BEHALF RELIEF	($3,268,792.61)	$0.00	$0.00	($3,268,792.61)	$0.00	($3,268,792.61)	100.00%
100.000.000.0000.057.0000	PERS ON BEHALF RELIEF	($679,559.05)	$0.00	$0.00	($679,559.05)	$0.00	($679,559.05)	100.00%
100.000.000.0000.110.0000	IMPACT AID - DIRECT	($8,000.00)	$0.00	$0.00	($8,000.00)	$0.00	($8,000.00)	100.00%
100.000.000.0000.112.0000	IMPACT AID - DIRCT SPED ADD-ON	($42,000.00)	$0.00	$0.00	($42,000.00)	$0.00	($42,000.00)	100.00%
100.000.000.0000.181.0000	IMPACT AID - MILITARY	($2,100,000.00)	$0.00	$0.00	($2,100,000.00)	$0.00	($2,100,000.00)	100.00%
100.000.000.0000.184.0000	DEPARTMENT OF DEFENSE	($165,000.00)	$0.00	$0.00	($165,000.00)	$0.00	($165,000.00)	100.00%
100.000.000.0000.236.0000	USE OF FUND BALANCE	($2,116,385.70)	$0.00	$0.00	($2,116,385.70)	$0.00	($2,116,385.70)	100.00%
100.000.000.0000.238.0000	IDCF	($200,000.00)	$0.00	$0.00	($200,000.00)	$0.00	($200,000.00)	100.00%
	FUNCTION: UNDESIGNATED - 000	($51,523,824.56)	($194,794.60)	($194,894.60)	($51,328,929.96)	($2,142,740.60)	($49,186,189.36)	95.46%
	FUND: GENERAL FUND - 100	($51,523,824.56)	($194,794.60)	($194,894.60)	($51,328,929.96)	($2,142,740.60)	($49,186,189.36)	95.46%
	Grand Total:	($51,523,824.56)	($194,794.60)	($194,894.60)	($51,328,929.96)	($2,142,740.60)	($49,186,189.36)	95.46%

End of Report

BOARD GENERAL FUND - EXPENDITURE BY OBJECT

From Date: 8/1/2026 To Date: 8/31/2026

Fiscal Year: 2026-2027 ☐ Subtotal by Collapse Mask ☑ Include pre encumbrance ☐ Print accounts with zero balance ☑ Filter Encumbrance Detail by Date Range

☐ Exclude Inactive Accounts with zero balance ☐ Include All Encumbrances

Account Number	Description	GL Budget	Range To Date	YTD	Balance	Encumbrance	Budget Balance	% Bud
100.000.000.0000.310.0000	CERTIFIED. SALARIES	$15,772,025.23	$59,095.03	$73,636.66	$15,698,388.57	$15,209,039.94	$489,348.63	3.10%
100.000.000.0000.320.0000	CLASSIFIED WAGES	$9,117,845.04	$292,130.81	$428,870.01	$8,688,975.03	$8,751,533.66	($62,558.63)	-0.69%
100.000.000.0000.330.0000	NON-CERTIFICATED TEA & EXTRA D	$150,000.00	$0.00	$0.00	$150,000.00	$225,689.48	($75,689.48)	-50.46%
100.000.000.0000.340.0000	CLASSIFIED, OVERTIME	$80,000.00	$14,009.73	$15,250.00	$64,750.00	$0.00	$64,750.00	80.94%
100.000.000.0000.360.0000	EMPLOYEE BENEFITS	$16,705,984.94	$179,274.17	$343,849.48	$16,362,135.46	$11,739,387.25	$4,622,748.21	27.67%
100.000.000.0000.380.0000	HOUSING ALLOWANCE	$99,828.00	$7,119.00	$18,757.00	$81,071.00	$62,471.00	$18,600.00	18.63%
100.000.000.0000.390.0000	TRANSPORTATION ALLOWANCE	$66,000.00	$15,000.00	$15,000.00	$51,000.00	$98.80	$50,901.20	77.12%
100.000.000.0000.410.0000	PROF'L/TECHNICAL SERVICES	$632,248.00	$20,797.61	$61,706.61	$570,541.39	$224,777.28	$345,764.11	54.69%
100.000.000.0000.420.0000	STAFF TRAVEL	$542,236.56	$18,786.78	$23,048.78	$519,187.78	$74,833.19	$444,354.59	81.95%
100.000.000.0000.430.0000	UTILITIES/ENERGY	$4,872,747.88	$385,072.69	$393,474.73	$4,479,273.15	$4,637,131.68	($157,858.53)	-3.24%
100.000.000.0000.440.0000	OTHER PURCHASED SERVICES	$1,022,114.00	$7,817.39	$10,935.41	$1,011,178.59	$242,282.60	$768,895.99	75.23%
100.000.000.0000.450.0000	SUPPLIES/MEDIA/MATERIALS	$806,223.76	$31,360.43	$44,596.74	$761,627.02	$141,535.71	$620,091.31	76.91%
100.000.000.0000.470.0000	SUPPLIES/MEDIA/MATERIALS	$898,081.15	$27,841.13	$199,876.76	$698,204.39	$223,998.54	$474,205.85	52.80%
100.000.000.0000.490.0000	OTHER EXPENSES	$90,490.00	$11,202.93	$11,357.95	$79,132.05	$4,208.59	$74,923.46	82.80%
100.000.000.0000.510.0000	EQUIPMENT	$44,000.00	$0.00	$0.00	$44,000.00	$0.00	$44,000.00	100.00%
100.000.000.0000.550.0000	TRANSFERS TO OTHER FUNDS	$624,000.00	$0.00	$0.00	$624,000.00	$0.00	$624,000.00	100.00%
	FUND: GENERAL FUND - 100	$51,523,824.56	$1,069,507.70	$1,640,360.13	$49,883,464.43	$41,536,987.72	$8,346,476.71	16.20%
	Grand Total:	$51,523,824.56	$1,069,507.70	$1,640,360.13	$49,883,464.43	$41,536,987.72	$8,346,476.71	16.20%

End of Report

BOARD GENERAL FUND - EXPENDITURES BY FUNCTIO

From Date: 8/1/2026 To Date: 8/31/2026

Fiscal Year: 2026-2027 ☐ Subtotal by Collapse Mask ☑ Include pre encumbrance ☐ Print accounts with zero balance ☑ Filter Encumbrance Detail by Date Range

☐ Exclude Inactive Accounts with zero balance ☐ Include All Encumbrances

Account Number	Description	GL Budget	Range To Date	YTD	Balance	Encumbrance	Budget Balance	% Bud
100.000.100.0000.310.0000	CERTIFIED. SALARIES	$9,601,115.56	$0.02	$0.02	$9,601,115.54	$9,067,171.85	$533,943.69	5.56%
100.000.100.0000.320.0000	CLASSIFIED WAGES	$683,301.65	$3,114.40	$3,935.20	$679,366.45	$928,948.28	($249,581.83)	-36.53%
100.000.100.0000.360.0000	EMPLOYEE BENEFITS	$8,565,121.29	$1,350.52	$1,593.02	$8,563,528.27	$4,143,040.34	$4,420,487.93	51.61%
100.000.100.0000.380.0000	HOUSING ALLOWANCE	$99,828.00	$7,119.00	$18,757.00	$81,071.00	$62,471.00	$18,600.00	18.63%
100.000.100.0000.390.0000	TRANSPORTATION ALLOWANCE	$66,000.00	$15,000.00	$15,000.00	$51,000.00	$0.00	$51,000.00	77.27%
100.000.100.0000.410.0000	PROF'L/TECHNICAL SERVICES	$12,300.00	$0.00	$0.00	$12,300.00	$0.00	$12,300.00	100.00%
100.000.100.0000.420.0000	STAFF TRAVEL	$13,885.00	$0.00	$0.00	$13,885.00	$0.00	$13,885.00	100.00%
100.000.100.0000.440.0000	OTHER PURCHASED SERVICES	$69,364.00	$4,984.24	$4,984.24	$64,379.76	$54,436.64	$9,943.12	14.33%
100.000.100.0000.450.0000	SUPPLIES/MEDIA/MATERIALS	$294,981.76	($1,006.25)	($1,106.25)	$296,088.01	$28,801.60	$267,286.41	90.61%
100.000.100.0000.470.0000	SUPPLIES/MEDIA/MATERIALS	$64,580.00	$15,219.80	$15,219.80	$49,360.20	$2,220.57	$47,139.63	72.99%
100.000.100.0000.490.0000	OTHER EXPENSES	$30,490.00	$930.00	$930.00	$29,560.00	$0.00	$29,560.00	96.95%
100.000.100.0000.510.0000	EQUIPMENT	$14,000.00	$0.00	$0.00	$14,000.00	$0.00	$14,000.00	100.00%
100.000.100.0000.550.0000	TRANSFERS TO OTHER FUNDS	$624,000.00	$0.00	$0.00	$624,000.00	$0.00	$624,000.00	100.00%
	FUNCTION: INSTRUC - INSTRUCTION - 100	$20,138,967.26	$46,711.73	$59,313.03	$20,079,654.23	$14,287,090.28	$5,792,563.95	28.76%
100.000.200.0000.310.0000	CERTIFIED. SALARIES	$3,544,829.10	$12,332.66	$12,332.66	$3,532,496.44	$3,466,010.52	$66,485.92	1.88%
100.000.200.0000.320.0000	CLASSIFIED WAGES	$2,925,393.53	$2,715.21	$2,715.21	$2,922,678.32	$3,485,879.06	($563,200.74)	-19.25%
100.000.200.0000.360.0000	EMPLOYEE BENEFITS	$3,753,190.51	$4,459.58	$4,593.41	$3,748,597.10	$3,649,059.57	$99,537.53	2.65%
100.000.200.0000.410.0000	PROF'L/TECHNICAL SERVICES	$287,180.00	$0.00	$0.00	$287,180.00	$97.85	$287,082.15	99.97%
100.000.200.0000.420.0000	STAFF TRAVEL	$18,600.00	$0.00	$0.00	$18,600.00	$8,287.95	$10,312.05	55.44%
100.000.200.0000.430.0000	UTILITIES/ENERGY	$0.00	$0.00	$0.00	$0.00	$428.53	($428.53)	0.00%
100.000.200.0000.440.0000	OTHER PURCHASED SERVICES	$54,550.00	$148.00	$148.00	$54,402.00	$1,628.00	$52,774.00	96.74%
100.000.200.0000.450.0000	SUPPLIES/MEDIA/MATERIALS	$50,242.00	$0.00	$0.00	$50,242.00	$107.32	$50,134.68	99.79%
100.000.200.0000.470.0000	SUPPLIES/MEDIA/MATERIALS	$84,160.00	$0.00	$0.00	$84,160.00	$4,574.25	$79,585.75	94.56%
100.000.200.0000.490.0000	OTHER EXPENSES	$500.00	$0.00	$0.00	$500.00	$118.23	$381.77	76.35%
	FUNCTION: SPED -SPECIAL EDUCATION INSTR. - 200	$10,718,645.14	$19,655.45	$19,789.28	$10,698,855.86	$10,616,191.28	$82,664.58	0.77%
100.000.300.0000.310.0000	CERTIFIED. SALARIES	$965,439.00	$16,531.58	$16,531.58	$948,907.42	$958,495.40	($9,587.98)	-0.99%
100.000.300.0000.320.0000	CLASSIFIED WAGES	$1,319,147.10	$48,988.20	$73,405.81	$1,245,741.29	$1,060,817.13	$184,924.16	14.02%
100.000.300.0000.340.0000	CLASSIFIED, OVERTIME	$0.00	$900.23	$1,170.30	($1,170.30)	$0.00	($1,170.30)	0.00%
100.000.300.0000.360.0000	EMPLOYEE BENEFITS	$1,320,735.35	$34,387.85	$75,349.20	$1,245,386.15	$1,155,033.67	$90,352.48	6.84%
100.000.300.0000.390.0000	TRANSPORTATION ALLOWANCE	$0.00	$0.00	$0.00	$0.00	$62.32	($62.32)	0.00%
100.000.300.0000.410.0000	PROF'L/TECHNICAL SERVICES	$35,068.00	$2,065.00	$2,065.00	$33,003.00	$24,788.00	$8,215.00	23.43%
100.000.300.0000.420.0000	STAFF TRAVEL	$46,000.00	$2,422.00	$2,422.00	$43,578.00	$3,660.52	$39,917.48	86.78%
100.000.300.0000.430.0000	UTILITIES/ENERGY	$2,971,747.88	$260,046.05	$261,650.24	$2,710,097.64	$2,711,101.27	($1,003.63)	-0.03%
100.000.300.0000.440.0000	OTHER PURCHASED SERVICES	$50,000.00	$0.00	$0.00	$50,000.00	$0.00	$50,000.00	100.00%
100.000.300.0000.450.0000	SUPPLIES/MEDIA/MATERIALS	$48,550.00	$7,244.68	$7,244.68	$41,305.32	$64.10	$41,241.22	84.95%
100.000.300.0000.470.0000	SUPPLIES/MEDIA/MATERIALS	$476,261.15	$7,091.66	$126,696.15	$349,565.00	$144,314.61	$205,250.39	43.10%
100.000.300.0000.490.0000	OTHER EXPENSES	$9,900.00	$0.00	$0.00	$9,900.00	$4,065.36	$5,834.64	58.94%
	FUNCTION: STDNTSS -SUPPORT SERVICES-STUDENTS - 300	$7,242,848.48	$379,677.25	$566,534.96	$6,676,313.52	$6,062,402.38	$613,911.14	8.48%
100.000.400.0000.310.0000	CERTIFIED. SALARIES	$953,162.28	$0.00	$0.00	$953,162.28	$948,510.14	$4,652.14	0.49%
100.000.400.0000.320.0000	CLASSIFIED WAGES	$502,201.56	$7,337.05	$7,337.05	$494,864.51	$540,419.11	($45,554.60)	-9.07%
100.000.400.0000.340.0000	CLASSIFIED, OVERTIME	$80,000.00	$0.00	$0.00	$80,000.00	$0.00	$80,000.00	100.00%
100.000.400.0000.360.0000	EMPLOYEE BENEFITS	$805,101.32	$2,288.43	$2,288.43	$802,812.89	$782,818.76	$19,994.13	2.48%
100.000.400.0000.390.0000	TRANSPORTATION ALLOWANCE	$0.00	$0.00	$0.00	$0.00	$36.48	($36.48)	0.00%
100.000.400.0000.420.0000	STAFF TRAVEL	$8,000.00	$112.00	$112.00	$7,888.00	$13.93	$7,874.07	98.43%
100.000.400.0000.450.0000	SUPPLIES/MEDIA/MATERIALS	$3,250.00	$0.00	$0.00	$3,250.00	$182.81	$3,067.19	94.38%
100.000.400.0000.470.0000	SUPPLIES/MEDIA/MATERIALS	$30,800.00	$1,476.73	$1,476.73	$29,323.27	$6,444.42	$22,878.85	74.28%
100.000.400.0000.490.0000	OTHER EXPENSES	$1,600.00	$0.00	$0.00	$1,600.00	$0.00	$1,600.00	100.00%
	FUNCTION: SCHADMN - SCHOOL ADMINISTRATION - 400	$2,384,115.16	$11,214.21	$11,214.21	$2,372,900.95	$2,278,425.65	$94,475.30	3.96%

BOARD GENERAL FUND - EXPENDITURES BY FUNCTIO

From Date: 8/1/2026 To Date: 8/31/2026

Fiscal Year: 2026-2027 ☐ Subtotal by Collapse Mask ☑ Include pre encumbrance ☐ Print accounts with zero balance ☑ Filter Encumbrance Detail by Date Range

☐ Exclude Inactive Accounts with zero balance ☐ Include All Encumbrances

Account Number	Description	GL Budget	Range To Date	YTD	Balance	Encumbrance	Budget Balance	% Bud
100.000.500.0000.310.0000	CERTIFIED. SALARIES	$631,259.97	$30,230.77	$44,772.40	$586,487.57	$596,132.76	($9,645.19)	-1.53%
100.000.500.0000.320.0000	CLASSIFIED WAGES	$1,651,593.64	$80,032.72	$118,163.58	$1,533,430.06	$973,756.26	$559,673.80	33.89%
100.000.500.0000.340.0000	CLASSIFIED, OVERTIME	$0.00	$424.09	$424.09	($424.09)	$0.00	($424.09)	0.00%
100.000.500.0000.360.0000	EMPLOYEE BENEFITS	$732,435.94	$50,797.64	$107,908.35	$624,527.59	$713,895.68	($89,368.09)	-12.20%
100.000.500.0000.410.0000	PROF'L/TECHNICAL SERVICES	$180,200.00	$6,565.11	$12,679.11	$167,520.89	$93,399.41	$74,121.48	41.13%
100.000.500.0000.420.0000	STAFF TRAVEL	$50,500.00	$3,158.99	$5,908.99	$44,591.01	$24,233.00	$20,358.01	40.31%
100.000.500.0000.430.0000	UTILITIES/ENERGY	$0.00	$0.00	$1,319.67	($1,319.67)	$5,823.77	($7,143.44)	0.00%
100.000.500.0000.440.0000	OTHER PURCHASED SERVICES	$662,500.00	$952.67	$952.67	$661,547.33	$7,976.87	$653,570.46	98.65%
100.000.500.0000.450.0000	SUPPLIES/MEDIA/MATERIALS	$12,500.00	$30.65	$30.65	$12,469.35	$4,211.89	$8,257.46	66.06%
100.000.500.0000.470.0000	SUPPLIES/MEDIA/MATERIALS	$193,780.00	$4,052.94	$47,406.96	$146,373.04	$39,103.81	$107,269.23	55.36%
100.000.500.0000.490.0000	OTHER EXPENSES	$33,000.00	$0.00	$155.02	$32,844.98	$0.00	$32,844.98	99.53%
	FUNCTION: Central Office Services - 500	$4,147,769.55	$176,245.58	$339,721.49	$3,808,048.06	$2,458,533.45	$1,349,514.61	32.54%
100.000.600.0000.320.0000	CLASSIFIED WAGES	$1,914,410.14	$139,106.11	$207,057.48	$1,707,352.66	$1,647,924.16	$59,428.50	3.10%
100.000.600.0000.340.0000	CLASSIFIED, OVERTIME	$0.00	$12,685.41	$13,655.61	($13,655.61)	$0.00	($13,655.61)	0.00%
100.000.600.0000.360.0000	EMPLOYEE BENEFITS	$1,436,577.86	$80,181.11	$139,565.76	$1,297,012.10	$1,168,339.48	$128,672.62	8.96%
100.000.600.0000.410.0000	PROF'L/TECHNICAL SERVICES	$116,000.00	$12,167.50	$46,962.50	$69,037.50	$106,492.02	($37,454.52)	-32.29%
100.000.600.0000.420.0000	STAFF TRAVEL	$62,000.00	$11,540.20	$13,052.20	$48,947.80	$20,002.80	$28,945.00	46.69%
100.000.600.0000.430.0000	UTILITIES/ENERGY	$1,901,000.00	$125,026.64	$130,504.82	$1,770,495.18	$1,919,778.11	($149,282.93)	-7.85%
100.000.600.0000.440.0000	OTHER PURCHASED SERVICES	$185,700.00	$1,732.48	$4,850.50	$180,849.50	$178,241.09	$2,608.41	1.40%
100.000.600.0000.450.0000	SUPPLIES/MEDIA/MATERIALS	$396,700.00	$25,091.35	$38,427.66	$358,272.34	$108,167.99	$250,104.35	63.05%
100.000.600.0000.470.0000	SUPPLIES/MEDIA/MATERIALS	$41,000.00	$0.00	$9,077.12	$31,922.88	$27,340.88	$4,582.00	11.18%
100.000.600.0000.490.0000	OTHER EXPENSES	$0.00	$0.00	$0.00	$0.00	$25.00	($25.00)	0.00%
100.000.600.0000.510.0000	EQUIPMENT	$30,000.00	$0.00	$0.00	$30,000.00	$0.00	$30,000.00	100.00%
FUNCTION: O/M	-OPERATIONS & MAINTENANCE - 600	$6,083,388.00	$407,530.80	$603,153.65	$5,480,234.35	$5,176,311.53	$303,922.82	5.00%
100.000.700.0000.310.0000	CERTIFIED. SALARIES	$76,219.32	$0.00	$0.00	$76,219.32	$172,719.27	($96,499.95)	-126.61%
100.000.700.0000.320.0000	CLASSIFIED WAGES	$121,797.42	$10,837.12	$16,255.68	$105,541.74	$113,789.66	($8,247.92)	-6.77%
100.000.700.0000.330.0000	NON-CERTIFICATED TEA & EXTRA D	$150,000.00	$0.00	$0.00	$150,000.00	$225,689.48	($75,689.48)	-50.46%
100.000.700.0000.360.0000	EMPLOYEE BENEFITS	$92,822.67	$5,809.04	$12,551.31	$80,271.36	$127,199.75	($46,928.39)	-50.56%
100.000.700.0000.410.0000	PROF'L/TECHNICAL SERVICES	$1,500.00	$0.00	$0.00	$1,500.00	$0.00	$1,500.00	100.00%
100.000.700.0000.420.0000	STAFF TRAVEL	$343,251.56	$1,553.59	$1,553.59	$341,697.97	$18,634.99	$323,062.98	94.12%
100.000.700.0000.470.0000	SUPPLIES/MEDIA/MATERIALS	$7,500.00	$0.00	$0.00	$7,500.00	$0.00	$7,500.00	100.00%
100.000.700.0000.490.0000	OTHER EXPENSES	$15,000.00	$10,272.93	$10,272.93	$4,727.07	$0.00	$4,727.07	31.51%
	FUNCTION: STDNTACT - STUDENT ACTIVITIES - 700	$808,090.97	$28,472.68	$40,633.51	$767,457.46	$658,033.15	$109,424.31	13.54%
	FUND: GENERAL FUND - 100	$51,523,824.56	$1,069,507.70	$1,640,360.13	$49,883,464.43	$41,536,987.72	$8,346,476.71	16.20%
Grand Total:		$51,523,824.56	$1,069,507.70	$1,640,360.13	$49,883,464.43	$41,536,987.72	$8,346,476.71	16.20%

End of Report

BOARD GENERAL FUND - EXPENDITURES BY SITE

From Date: 8/1/2026 To Date: 8/31/2026

Fiscal Year: 2026-2027 ☐ Subtotal by Collapse Mask ☑ Include pre encumbrance ☐ Print accounts with zero balance ☑ Filter Encumbrance Detail by Date Range

☐ Exclude Inactive Accounts with zero balance ☐ Include All Encumbrances

Account Number	Description	GL Budget	Range To Date	YTD	Balance	Encumbrance	Budget Balance	% Bud
100.110.000.0000.000.0000	ASSET	$7,941,586.37	$73,401.23	$74,433.68	$7,867,152.69	$6,734,720.15	$1,132,432.54	14.26%
	SITE: KHS KODIAK HIGH SCHOOL - 110	$7,941,586.37	$73,401.23	$74,433.68	$7,867,152.69	$6,734,720.15	$1,132,432.54	14.26%
100.111.000.0000.000.0000	ASSET	$136,500.30	$6,359.31	$7,115.31	$129,384.99	$94,916.19	$34,468.80	25.25%
	SITE: COMMUNITY SWIMMING POOL - 111	$136,500.30	$6,359.31	$7,115.31	$129,384.99	$94,916.19	$34,468.80	25.25%
100.117.000.0000.000.0000	ASSET	$1,109,012.37	$5,827.92	$5,827.92	$1,103,184.45	$456,491.14	$646,693.31	58.31%
	SITE: AK TEACH - 117	$1,109,012.37	$5,827.92	$5,827.92	$1,103,184.45	$456,491.14	$646,693.31	58.31%
100.120.000.0000.000.0000	ASSET	$5,847,420.58	$43,679.94	$43,679.94	$5,803,740.64	$5,795,786.69	$7,953.95	0.14%
	SITE: KMS KODIAK MIDDLE SCHOOL - 120	$5,847,420.58	$43,679.94	$43,679.94	$5,803,740.64	$5,795,786.69	$7,953.95	0.14%
100.240.000.0000.000.0000	ASSET	$5,219,506.86	$15,012.50	$17,559.28	$5,201,947.58	$5,042,106.24	$159,841.34	3.06%
	SITE: EE EAST ELEMENTARY - 240	$5,219,506.86	$15,012.50	$17,559.28	$5,201,947.58	$5,042,106.24	$159,841.34	3.06%
100.250.000.0000.000.0000	ASSET	$3,984,955.29	$13,220.97	$13,220.97	$3,971,734.32	$3,755,643.21	$216,091.11	5.42%
	SITE: ME MAIN ELEMENTARY - 250	$3,984,955.29	$13,220.97	$13,220.97	$3,971,734.32	$3,755,643.21	$216,091.11	5.42%
100.270.000.0000.000.0000	ASSET	$2,934,189.43	$7,416.36	$7,416.36	$2,926,773.07	$2,705,560.33	$221,212.74	7.54%
	SITE: PTE PETERSON ELEMENTARY - 270	$2,934,189.43	$7,416.36	$7,416.36	$2,926,773.07	$2,705,560.33	$221,212.74	7.54%
100.360.000.0000.000.0000	ASSET	$830,051.28	$34,794.15	$35,501.86	$794,549.42	$748,396.58	$46,152.84	5.56%
	SITE: AKH AKHIOK SCHOOL - 360	$830,051.28	$34,794.15	$35,501.86	$794,549.42	$748,396.58	$46,152.84	5.56%
100.362.000.0000.000.0000	ASSET	$1,065,238.97	$52,116.41	$52,116.41	$1,013,122.56	$998,795.73	$14,326.83	1.34%
	SITE: CHINIAK SCHOOL - 362	$1,065,238.97	$52,116.41	$52,116.41	$1,013,122.56	$998,795.73	$14,326.83	1.34%
100.371.000.0000.000.0000	ASSET	$1,235,304.16	$37,494.93	$39,394.93	$1,195,909.23	$1,185,485.58	$10,423.65	0.84%
	SITE: OH OLD HARBOR SCHOOL - 371	$1,235,304.16	$37,494.93	$39,394.93	$1,195,909.23	$1,185,485.58	$10,423.65	0.84%
100.373.000.0000.000.0000	ASSET	$1,136,093.60	$56,573.47	$56,573.47	$1,079,520.13	$1,073,624.81	$5,895.32	0.52%
	SITE: OUZINKIE SCHOOL - 373	$1,136,093.60	$56,573.47	$56,573.47	$1,079,520.13	$1,073,624.81	$5,895.32	0.52%
100.375.000.0000.000.0000	ASSET	$1,084,135.33	$58,859.59	$59,467.59	$1,024,667.74	$1,001,825.78	$22,841.96	2.11%
	SITE: PL PORT LIONS SCHOOL - 375	$1,084,135.33	$58,859.59	$59,467.59	$1,024,667.74	$1,001,825.78	$22,841.96	2.11%
100.380.000.0000.000.0000	ASSET	$570,490.95	$1,270.68	$1,375.63	$569,115.32	$463,551.78	$105,563.54	18.50%
	SITE: VILLAGE WIDE SERVICES - 380	$570,490.95	$1,270.68	$1,375.63	$569,115.32	$463,551.78	$105,563.54	18.50%
100.410.000.0000.000.0000	ASSET	$769,520.51	$24,516.17	$119,768.20	$649,752.31	$601,229.31	$48,523.00	6.31%
	SITE: NEGOTIATED BENEFITS - 410	$769,520.51	$24,516.17	$119,768.20	$649,752.31	$601,229.31	$48,523.00	6.31%
100.450.000.0000.000.0000	ASSET	$4,561,986.88	$42,935.06	$44,404.31	$4,517,582.57	$351,550.57	$4,166,032.00	91.32%
	SITE: DISTRICT WIDE SERVICES - 450	$4,561,986.88	$42,935.06	$44,404.31	$4,517,582.57	$351,550.57	$4,166,032.00	91.32%
100.451.000.0000.000.0000	ASSET	$205,515.64	$18,902.55	$24,894.02	$180,621.62	$37,616.13	$143,005.49	69.58%
	SITE: AUDITORIUM - 451	$205,515.64	$18,902.55	$24,894.02	$180,621.62	$37,616.13	$143,005.49	69.58%
100.454.000.0000.000.0000	ASSET	$1,000.00	$0.01	$0.01	$999.99	$120.00	$879.99	88.00%
	SITE: FEDERAL PROGRAMS - 454	$1,000.00	$0.01	$0.01	$999.99	$120.00	$879.99	88.00%
100.459.000.0000.000.0000	ASSET	$995,230.87	$56,339.11	$242,020.35	$753,210.52	$701,409.11	$51,801.41	5.20%

BOARD GENERAL FUND - EXPENDITURES BY SITE

From Date: 8/1/2026 To Date: 8/31/2026

Fiscal Year: 2026-2027 ☐ Subtotal by Collapse Mask ☑ Include pre encumbrance ☐ Print accounts with zero balance ☑ Filter Encumbrance Detail by Date Range

☐ Exclude Inactive Accounts with zero balance ☐ Include All Encumbrances

Account Number	Description	GL Budget	Range To Date	YTD	Balance	Encumbrance	Budget Balance	% Bud
	SITE: TECHNOLOGY SERVICES - 459	$995,230.87	$56,339.11	$242,020.35	$753,210.52	$701,409.11	$51,801.41	5.20%
100.461.000.0000.000.0000	ASSET	$310,641.10	$0.00	$0.00	$310,641.10	$305,839.51	$4,801.59	1.55%
	SITE: ALTERNATIVE LEARING/LEARNING CAFE - 461	$310,641.10	$0.00	$0.00	$310,641.10	$305,839.51	$4,801.59	1.55%
100.492.000.0000.000.0000	ASSET	$2,783,191.54	$20,701.78	$20,701.78	$2,762,489.76	$2,762,719.03	($229.27)	-0.01%
	SITE: SPED SPECIAL SERVICES - 492	$2,783,191.54	$20,701.78	$20,701.78	$2,762,489.76	$2,762,719.03	($229.27)	-0.01%
100.495.000.0000.000.0000	ASSET	$986,274.26	$350.02	$350.02	$985,924.24	$1,064,533.81	($78,609.57)	-7.97%
	SITE: EARLY CHILDHOOK - 495	$986,274.26	$350.02	$350.02	$985,924.24	$1,064,533.81	($78,609.57)	-7.97%
100.510.000.0000.000.0000	ASSET	$201,161.69	$14,852.66	$24,805.80	$176,355.89	$119,697.61	$56,658.28	28.17%
	SITE: BOARD OF EDUCATION - 510	$201,161.69	$14,852.66	$24,805.80	$176,355.89	$119,697.61	$56,658.28	28.17%
100.560.000.0000.000.0000	ASSET	$471,086.76	$38,543.08	$55,782.91	$415,303.85	$418,004.78	($2,700.93)	-0.57%
	SITE: SUPERINTENDENT - 560	$471,086.76	$38,543.08	$55,782.91	$415,303.85	$418,004.78	($2,700.93)	-0.57%
100.561.000.0000.000.0000	ASSET	$1,782,483.42	$72,412.74	$106,596.01	$1,675,887.41	$814,796.73	$861,090.68	48.31%
	SITE: ASST. SUPERINTENDENT/HR - 561	$1,782,483.42	$72,412.74	$106,596.01	$1,675,887.41	$814,796.73	$861,090.68	48.31%
100.562.000.0000.000.0000	ASSET	$262,721.20	$92.48	$92.48	$262,628.72	$187,454.08	$75,174.64	28.61%
	SITE: CURRICULUM - 562	$262,721.20	$92.48	$92.48	$262,628.72	$187,454.08	$75,174.64	28.61%
100.563.000.0000.000.0000	ASSET	$548,467.61	$26,941.55	$39,869.35	$508,598.26	$384,873.51	$123,724.75	22.56%
	SITE: SCHOOL SUPPORT SRVCS - 563	$548,467.61	$26,941.55	$39,869.35	$508,598.26	$384,873.51	$123,724.75	22.56%
100.610.000.0000.000.0000	ASSET	$1,674,783.84	$62,752.26	$94,219.29	$1,580,564.55	$803,110.74	$777,453.81	46.42%
	SITE: FISCAL SERVICES - 610	$1,674,783.84	$62,752.26	$94,219.29	$1,580,564.55	$803,110.74	$777,453.81	46.42%
100.710.000.0000.000.0000	ASSET	$2,875,273.75	$284,140.77	$453,172.25	$2,422,101.50	$2,927,128.59	($505,027.09)	-17.56%
	SITE: MAINTENANCE & OPERATIONS - 710	$2,875,273.75	$284,140.77	$453,172.25	$2,422,101.50	$2,927,128.59	($505,027.09)	-17.56%
	FUND: GENERAL FUND - 100	$51,523,824.56	$1,069,507.70	$1,640,360.13	$49,883,464.43	$41,536,987.72	$8,346,476.71	16.20%
	Grand Total:	$51,523,824.56	$1,069,507.70	$1,640,360.13	$49,883,464.43	$41,536,987.72	$8,346,476.71	16.20%

End of Report

Board Agenda Item

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

Board Mtg. Date	**Reports of the Superintendent** ☐ **Action Item** X **Consent Agenda** ☐ **Reports, Routine Monthly** ☐ **Other** ☐
Subject:	**REQUEST TO ADMIT OVER AGED STUDENT**
Presenter or Contact Person:	Peggy Azuyak, Director of Rural Schools and AKTEACH
Summary:	A letter from an AKTEACH student who is over "school aged" requesting she be allowed to remain enrolled and complete her graduation requirements.
Financial Implications:	There is no financial impact to the budget.
Attachments:	Letter
Recommendation:	**I recommend that this request is granted.**
Motion:	**Motion to admit over aged student and waive tuition.**

Board Agenda Item

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

Board Mtg. Date **9.21.26 RM**	**Reports of the Superintendent** ☐ **Action Item** ☒ **Consent Agenda** ☐ **Reports, Routine Monthly** ☐ **Other** ☐
Subject:	**APPROVAL OF HEALTH PRESENTERS**
Presenter or Contact Person:	Katrina Stewart
Summary:	Kodiak Island Borough School District Policy 6142.1 in part states, "*Classes or programs in sex education, human production education, or human sexuality education may only be instructed by a certificated teacher employed by or contracted with the district, or by an individual approved by the School Board who is supervised by a certificated teacher of the district.* *Before curriculum, literature, or materials related to sex education, human reproduction education, or human sexuality education may be used in a class or distributed in school, the materials shall be approved by the School Board and made available for parents to review."* Administration is bringing forward the following list of potential health presenters for review: • Ellamy Tiller, Kodiak Women's Resource & Crisis Center • Sierra Gregg, Standing Together Against Rape (STAR) • Hannah Ragen Fleischer, Standing Together Against Rape (STAR) • Marie Green, KANA Child Advocacy Center Director • Danielle Butts, KANA CAC Family Advocate • Mya Contreras, KANA Child & Family Services Mgr. • Jodi Coe, KANA Lead Intensive Case Manager • Kim Recustodio, KANA Family Support Specialist • Amy Butts, RN, State of Alaska Public Health
Financial Implications:	There is no financial impact to the budget.

Attachments:	Credentials of Health Presenters are available for review by contacting the Central Office.
Recommendation:	Administration recommends the Board review and approve the list of potential health presenters.
Motion:	**Move to approve the list of potential health presenters as presented.**

Board Agenda Item

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

Board Mtg. Date **9.21.26 RM**	**Reports of the Superintendent** ☐ **Action Item** ☒ **Consent Agenda** ☐ **Reports, Routine Monthly** ☐ **Other** ☐
Subject:	**2026-2027 CERTIFICATED CONTRACT**
Presenter or Contact Person:	Damon Hargraves, Assistant Superintendent
Summary:	The District will present a certificated contract for approval.
Financial Implications:	There is no financial impact to the budget. This position is a one-year only, grant-funded position funded through the CLSD literacy grant.
Attachments:	M. Haffeman Hire Memo.pdf
Recommendation:	**The Administration recommends that the Board approve the 2026-2027 Certificated Contract as presented.**
Motion:	**Move to approve the 2026-2027 certificated contract to Melissa Haffeman in the amount of $38,781.81.**

CERTIFICATED CONTRACTS

NEW TEACHER CONTRACTS

NEW HIRES	POSITION	STEP	SALARY	CONTRACT TERM	DEGREES AND EDUCATION	EXPERIENCE	CERTIFICATION	RECOMMENDATION	OTHER INFORMATION	
MELISSA HAFFEMAN	0.5 SECONDARY LITERACY SPECIALIST	Step 17 / MA0	$37,428.44	168 DAYS	Holds a Bachelor of Education Degree in Elementary Education from the University of Alaska Fairbanks and a Master of Education Degree in Educational Leadership from the University of Alaska Anchorage.	Ms. Haffeman brings a wealth of experience to this position including more than 12 years with KIBSD- first as an elementary teacher, then an assistant principal & principal at Kodiak Middle School, Director of Federal Programs, and Director of Technology. In addition, Ms. Haffeman was Director of Technology at Colorado College and Director of Instructional Technology for Bethel Public Schools in Washington.	Currently has applied to renew previous Alaska Certification	Katrina Stewart, Director of Secondary Curriculum & Federal Programs	This is a one-year only position funded through the CLSD literacy grant.	

Total: $38,781.81

Kodiak Island Borough School District

Engaged in Learning. Prepared for life.

To: Dr. Dan Brigman, Superintendent

Through: Damon Hargraves, Assistant Superintendent
Human Resources

From: Katrina Stewart, Director of Secondary Learning & Federal Programs

Date: September 15, 2026

Subject: Recommendation to hire Melissa Haffeman

I am pleased to recommend Melissa Haffeman for hire as the 0.5 Secondary Literacy Specialist at KIBSD for the 2026–2027 school year.

Experience: Ms. Haffeman brings a wealth of experience to this position, including more than twelve years in KIBSD – first as an elementary teacher, then assistant principal and principal at Kodiak Middle School, districtwide Director of Assessment & Federal Programs and Director of Technology. In addition to her experience within KIBSD, Ms. Haffeman beings experience as Director of Innovative Technology in higher education at Colorado College and as Director of Instructional Technology for Bethel Public Schools in Tacoma, Washington.

Her former colleagues and supervisors speak highly of Ms. Haffeman's impressive acumen for system-wide improvement, innovative vision, and thoughtful planning. She is uniquely qualified for this literacy position not only because of her varied educational experience, but also because of her recent experience as a successful local bookstore owner. She brings longstanding partnerships and a passion for literacy and community-minded initiatives to this role, as well as a deep understanding of grants and district-level leadership. All of this is underscored by her professional publications and national speaking engagements at events such as SXSW Edu, testament to her expertise in systems organization, strategic collaboration, and educational innovation.

Teaching Degrees and Certifications: Ms. Haffeman holds a Bachelor of Education Degree in Elementary Education from the University of Alaska Fairbanks and a Master of Education Degree in Educational Leadership from the University of Alaska Anchorage.

Professional Certifications and Credentials: Ms. Haffeman has previously held a Type A Alaska certification in K-8 Elementary Education and a Type B Alaska certification as a K-12 Principal, including the AK Reads Act administrative endorsement. Her application to renew these certificates has been received by the Alaska Dept. of Education. She also has an active AK Reads Act endorsement.

SITE	NAME	POSITION	STATUS	EFFECTIVE DATE	HOURS/ DAYS PER WEEK	MONTHS	CONTRACT DAYS	FTE
KMS	Rosito Medina	Aide III	Separation	8/28/2026	6.5	9		0.8125
	Justine Yutuc	Aide IV	New	9/8/2026	6.5	9		0.8125
KHS	Alicia Suyat	Aide IV	New	9/16/2026	6.5	9		0.8125
	Sandra Gregory	Secretary III- Activties	New	9/16/2026	5.5	10		0.6875
	Sarah Adrion	Secondary Litercy Teacher	New	8/24/2026	3.5		189	0.5
	Shannon Barber	Aide IV	Separation	8/4/2026	6.5	9		0.8125
OLD HARBOR	Katelyn Johnson	Aide IV	Separation	9/8/2026	6.5	9		0.8125
EAST ELEMENTARY	Kaliah Bravo-Alokli	AideII	New	9/16/2026	5	9		0.6250
	Roberta Motes	AIde IV	Separation	8/24/2026	6.5	9		0.8125
MAINTENANCE	Matthew Kimmel	Maintenance Mech IV	Separation	8/31/26	8	12		1.0
PETERSON	Margaret Honeycutt	Aide IV	New	9/16/26	6.5	9		0.8125
	Katie Santos	Aide II	New	9/16/26	5.5	9		
	Lemuel Mitchell	Aide II- TT1C	New	9/8/26	6.5	9		0.8125
MAIN	Jose Calderon	Aide IV	Separation	9/14/26	6.5	9		0.8125
	Catherine Dewberry	Secretary I	New	9/8/26	6	9.5		0.75
FEDERAL PROGRAMS	Princess Lubuguin	Federal Programs Coordinator	Separation	9/16/26	8	11		1.0

Kodiak Island Borough School District

E 3235

INTENT TO APPLY

Grant Source/Grantee:

Title of Grant: AK Presidential Physical Fitness Testing Education Award

Type of Grant: ☐ **Entitlement** ☒ **Competitive**

Length of Grant: 5 years, renewed annually

Description of Grant: The Alaska Presidential Physical Fitness Testing Education Award is an Education Award to Alaska School Districts to provide Presidential Physical Fitness Testing (APPFT). This award is designed to support districts and schools to implement an APPFT program that will provide students with clear, age-appropriate benchmarks that encourage them to build strength, endurance, and healthy habits while striving for personal improvement.

Brief Statement of Grant Activities: Districts/schools may use funding for the provision of testing, such as PD for staff to administer the test, planning the testing events, advertising events, purchasing equipment, certificates/awards, and motivational items and activities. Funding may also be used for supporting growth of skills and fitness throughout the year in school and community sponsored activities that align with APPFT goals.

Grant Request: **Up to $50,000 per year for coordination; $5,000 per year per participating school. Intent to apply for all schools for a maximum request of $105,000/year.**

District Match: **$0**

Approval: Katrina Stevens — 9-9-26

Dept ~~Building/Site~~ Administrator — Date

Approval: Lamon Hargrove — 9-9-26

Superintendent — Date

Revised 07/23/09

Old Harbor Monthly Board Report
September 2026 - Regular Board Meeting

CAMPUS ENROLLMENT

Grade	Number of Students
K	2
1	2
2	4
3	8
4	2
5	7
6	2
7	2
8	1
9	0
10	1
11	2
12	3
Total	**36**

Teachers:

Emily Tinambacan	K-3
John Nepomuceno	4-5
Roselle Nepomuceno	6-12
Nataniel Tinambacan	K-12 Special Education Support and Intervention

Staff:

Phyllis Clough
Glen Clough
Nina Krumrey
David Christiansen

UPCOMING EVENT

September 14th-25th: Amplify and MAP Testing
September 22nd-23rd: Mental Health and Walk of Hope
September 25th: Lockdown Drill
September 28th-29th: Nurses Visit

INSTRUCTIONAL HIGHLIGHTS

September has been a positive start to the school year at Old Harbor School. Students and staff have been focusing on building routines and practicing our PRIDE

expectations: Positive Attitude, Respect, Integrity, Dependability, and Excellence**.**

We are currently working on our Amplify and MAP Beginning-of-Year assessments to see where students are academically and identify areas where they may need additional support.

We held parent conferences, giving teachers and families time to connect, discuss student needs, and work together for a successful school year.

Intervention and special education support are also in place for K–12 students to help meet their individual needs in reading, writing, and math.

SOCIAL EMOTIONAL LEARNING

This month, we continued to support students' social-emotional learning by helping them build positive relationships, express and manage their emotions, and make responsible choices. Through morning meetings, SEL lessons, sessions with our rural counselor, classroom conversations, and daily interactions, students are learning how to communicate respectfully, work through challenges, and support one another. Our goal is to help every student feel safe, valued, and connected at Old Harbor School.

OTHERS

We had a great start to the school year with support from our community partners. KANA joined us during the opening of classes and spent time with our students making jar lanterns. It was a fun way for students to reconnect and start the year together.

We are thankful to Old Harbor Native Corporation for donating bags and school supplies to our students. Our middle and high school students also had the opportunity to participate in Basic Life Support training led by our VPSO, where they learned CPR and other important emergency response skills.

We are also happy to share that Mr. Glen Clough, one of our dedicated classified staff, was recognized as NEA-Alaska's 2027 ESP of the Year! We are very proud of Mr. Glen and grateful for everything he does for our students, staff, and school community. It has been a wonderful start to the school year, and we are thankful for the people and partnerships that continue to make Old Harbor School a special place for our students.

School Board Report for September 2026

Ouzinkie School

Enrollment

Elementary	
Kinder	Leinberger - 1
1st	Leinberger - 1
2nd	Leinberger - 1
3rd	0
4th	Leinberger - 1
5th	Leinberger - 1
Secondary	
6th	Bryans - 1
7th	Bryans - 2
8th	Bryans - 5
9th	Bryans - 1
10th	Bryans - 1
11th	0
12th	Bryans - 1
Total Enrollment	16

September and October Events:

September 9 – Visit from Alutiiq Museum archaeologists; presentation of awards for tee shirt design contest for Ouzinkie solar farm project

September 15-16 – Visit from Miss Marilyn (postponed until week of 9/21-25)

September 15-17 – MAP and Amplify testing

September 15 – KANA home visitor program

September 18 – visit from Miss Peggy (Dr. Brigman's visit postponed; date TBD)

September 30 – Orange Shirt Day

Last week of September (exact date TBD) – September fundraiser

October 13 – School Nurse visit

October 29 – Harvest Festival

Instructional Highlights:

Students in the elementary class are reviewing their learning from last year and are being tested to determine current academic levels in math and reading/language arts. Miss Nancy was able to come visit Ouzinkie School in person on August 31 and to meet with the students that she works with remotely throughout the schoolyear.

Secondary students are being introduced to the courses that they will be taking this year including the new Math and You curriculum. They are especially interested in our study of biology. All middle school and high school students are participating in book clubs which is a new experience for all of them.

Social Emotional Learning:

All students are reviewing the KIBSD guidelines for success. Posters about the guidelines have been placed strategically throughout the school building, including in all classrooms. Middle School and high school students are continuing with their daily morning circle and SEL journaling, which were used with positive effect in the 2025-2026 school year. They also created a social contract for the 2026-2027 school year.

Main Elementary
September 2026
Board Report

Campus Enrollment

Grade	Classroom Teacher and their numbers			
4th	Mrs. Arneson 21	Ms. Black 18 (+ 1 coming)	Ms. Love 19	Ms. Estela 21
5th	Ms. DeJournett 24 (+ 1 coming)	Ms. Gundersen 26	Mrs. Lonheim 25	Mrs. Wagner 25
TOTAL Students				**179**

Upcoming Events

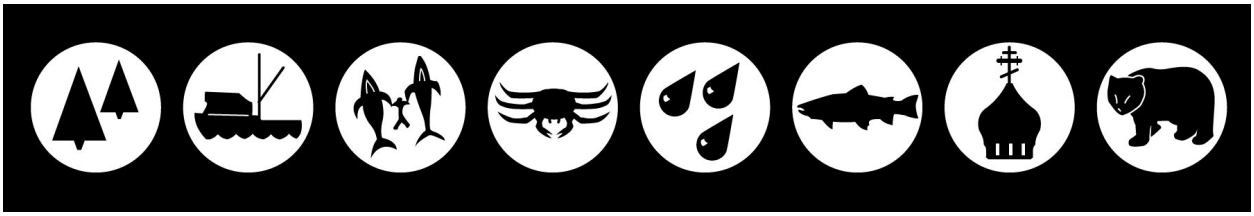
The week of September 8-11, 2026

- BOY MAP Testing



Academics / Assessments

We are so excited to have our students back in the building and to begin another great year at Main Elementary! Our teachers have been working intentionally to build strong relationships throughout our school and within their classrooms. They have also been teaching our Common Area Lesson Plans, establishing consistent expectations for students



across the building. We look forward to seeing the positive impact of this work as the year progresses.

As a staff, we are engaged in a yearlong book study of *CHAMPS*, a proactive and positive approach to classroom management. Through this work, we are strengthening our systems and working together to ensure Main Elementary is a safe, welcoming place where every student feels valued and has a strong sense of belonging.

As beginning-of-the-year MAP assessment data becomes available, teachers are using the information to plan strong, targeted instruction that meets students where they are and builds academic proficiency. Our ELAP and Special Education teachers are also developing small-group instruction designed to provide students with the individualized support they need to grow and succeed.

There is a lot of great work happening throughout our school, and we are excited about the direction we are heading. All is moving forward at Main Elementary.

Instructional Highlights

First PLC on 09/10/2026

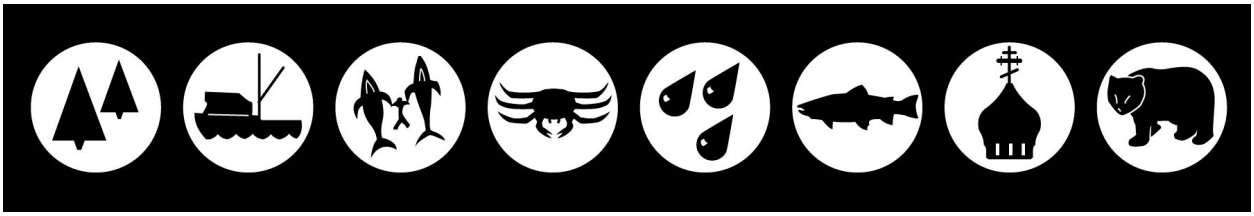
Our Goals for the 2026–2027 School Year

PLC Purpose:
Our PLC is a place where we work collaboratively to improve student learning. We will use common language, shared expectations, student data, and professional expertise to make decisions that benefit **all students**, not just the students in our individual classrooms.

Our Goals for the Year

1. **Increase student achievement and proficiency.**
   We will identify the most important grade-level standards, provide strong Tier 1 instruction, monitor student progress, and respond when students need additional support or enrichment.
2. **Use data to guide instruction—not simply collect it.**
   MAP, classroom assessments, common formative assessments, student work, and teacher observations should help us answer:

   - What have students learned?
   - Who needs more support?
   - Who already understands it?
   - What will we do next?



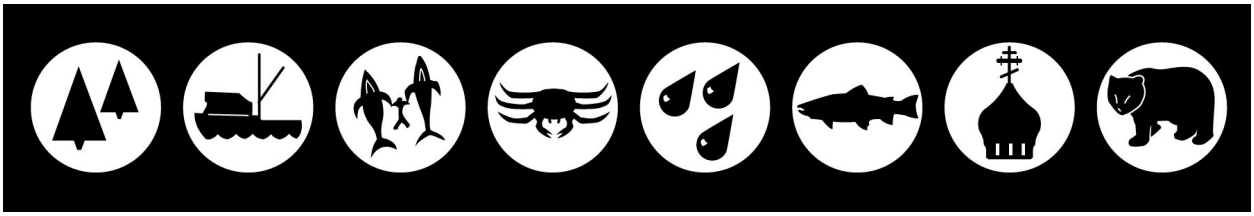
3. **Develop greater consistency across classrooms.**
   Students should experience common expectations, academic language, routines, and instructional practices as they move from classroom to classroom. We do not have to teach the same way, but we should be working toward the same outcomes.
4. **Strengthen Tier 1 instruction.**
   Our first response should always be strong classroom instruction. We will continue building practices around clear learning intentions, success criteria, student engagement, CHAMPS, and our Common Vision for Learning language.
5. **Create a strong system of intervention and enrichment.**
   PLC time should help us identify students who need something different and determine what we can collectively do about it—not simply identify that a student is struggling.
6. **Build belonging, engagement, and strong student relationships.**
   Academic success is connected to students feeling safe, known, valued, and connected to Main Elementary. Our work around Foundations, common-area expectations, classroom communities, and positive behavior supports should reinforce this goal.
7. **Take collective responsibility for students.**
   The mindset for our PLC should be **"our students," not "my students."** We will share strategies, resources, successes, and challenges and use the strengths of our entire team.

Four Questions We Will Keep Coming Back To

1. **What do we want students to learn?**
2. **How will we know if they learned it?**
3. **What will we do when they haven't learned it?**
4. **What will we do when they already know it?**

A Message You Could Use to Open the First PLC

"PLC time is not meant to be another meeting added to our plates. It is protected time for us to think together about teaching and learning. My hope this year is that we develop a culture where we are comfortable bringing student work, asking for help, sharing what is working, and problem-solving together. We have different strengths and experiences on this team, and our students benefit when we use those strengths collectively. Our ultimate question should always be: **What do our students need from us next?**"



Social Emotional Learning

At **Main Elementary**, Social Emotional Learning (SEL) is woven into the school day rather than taught as a separate program. The goal is to help our fourth- and fifth-grade students feel safe, connected, valued, and ready to learn.

SEL at Main includes:

- **Morning Meetings** to build relationships, classroom community, and a sense of belonging.
- Teaching and practicing our **schoolwide expectations and Common Area Lesson Plans** so students know what respectful, responsible, and safe behavior looks like.
- Recognizing positive behavior through **"Caught You's"**, celebrating students who demonstrate qualities such as being **Caring, Understanding, Brave, Safe, Responsible, Respectful, Patient, and Curious**.
- Using **CHAMPS and STOIC practices** to create predictable, positive classroom environments and explicitly teach expected behaviors.
- Helping students develop **self-regulation, problem-solving, conflict-resolution, and decision-making skills**.
- Providing opportunities for students to develop their **voice, confidence, leadership, and sense of identity**, connected to our theme, **"Every Voice Matters."**
- Building strong relationships between students and adults so students know they have trusted people at school who will listen and support them.
- Using counselors, special education staff, classroom teachers, and other team members to provide additional **small-group or individualized support** when students need it.

Ultimately, SEL at Main is about helping students become successful learners **and** thoughtful, resilient, caring members of our school community.

PTA / PTSA News

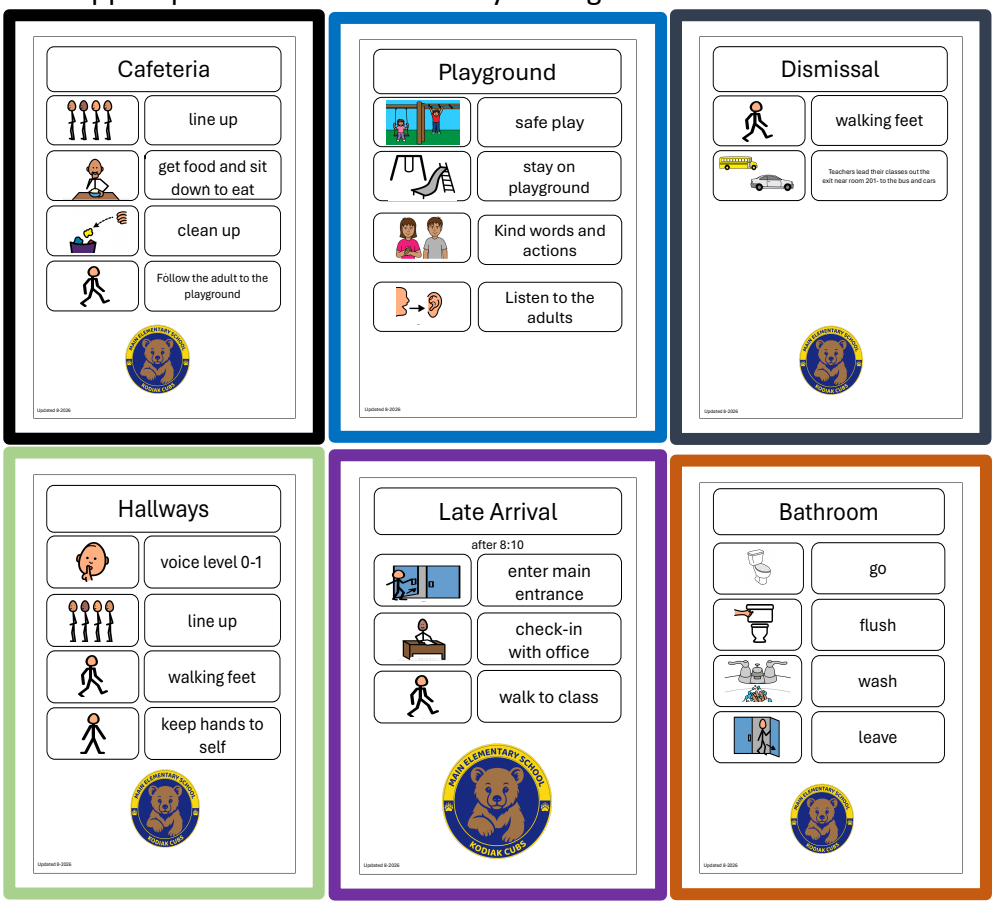
We Love Our PTA!

Our wonderful PTA welcomed families on **Monday, August 24th** with popsicles as they stopped by to view class lists. They also treated **Team Main** to lunch on **Thursday, September 3rd**!

We are so grateful for the time, energy, and support our PTA gives to our students, families, and staff. **We love our PTA and appreciate all they do for Main Elementary!**

Flyers/ Other Information

These Common Area Expectation flyers are posted throughout our school to provide students with clear, consistent visual reminders of our school-wide expectations and support positive behavior in every setting.



Main Elementary Foundations Common Area Visuals

Students





Principal Update

Main Elementary has faced several significant operational challenges as we begin the school year. Our part-time nursing coverage leaves the building without a nurse for portions of the day, requiring administration and other staff to step in when students are ill or injured. This week, there was a period of nearly an hour and a half when I was managing multiple student health needs, including nosebleeds, nausea, and a PE injury. I will always step in wherever needed, but this is not sustainable and takes me away from instructional leadership, classroom walkthroughs, and supporting staff and students throughout the building.

We are also seeing increased demands in the cafeteria with free meals for all students and the new pick-and-choose option. Our day custodian has stepped in daily to assist, which means other necessary custodial work is delayed or left undone. In addition, Main continues to have only one functioning adult restroom for staff and guests, as the second has been out of service for nearly a year.

I understand the difficult budget decisions that were necessary, but the impact of reduced staffing and unresolved facility needs is being felt daily. Our team continues to step up and make things work, but these solutions are not sustainable long term.

Peterson Elementary School Monthly Board Report
September 21, 2026 of Regular Board Meeting

Campus Enrollment

Grade	Teacher/# of Students	
Kindergarten	Ally Perry – 14	Veda Collado – 17
1st Grade	Erin Saliba – 21	
2nd Grade	Margie Coons – 14	Lindsay Bilabeau - 15
3rd Grade	Ashley Shade – 19	Emily Milligan – 21
4th Grade	Sarah Powers – 20	
4th/5th Grade	John Malloy – 19	
5th Grade	Maggie Schmitt – 19	
TOTAL Students	**179**	

Upcoming Events

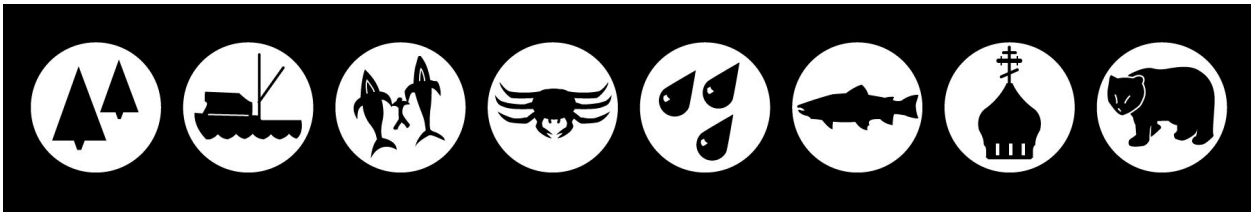
- September 11th – 3rd Grade Hike up Old Woman
- September 16th ~ Picture Day
- September 17th ~ Open House
- September 21-25 ~ Spirit Week
- September 24th – 5th Grade Hike up Old Woman

Instructional Highlights

- We will begin a schoolwide WIN (What I Need) time at the beginning of October. We are using fall testing data and teacher recommendations to place students into intervention and enrichments.
- MAP testing and Amplify testing are taking place September 9-25.

Social Emotional Learning

- Tier 1 counseling lessons are given each week for all students. Association's Mindsets and Behaviors and KIBSD's Health Education curriculum.
- Tier 2 counseling will be offered through lunch bunch and small groups.



PTA News

- PTA had a presence on our family conference day with a PTA table, a wonderful backdrop, school swag for sale, and provided lunch for our staff.
- The first PTA meeting was on September 9th. Events for the year were discussed.
- PTA had an exterior sign made by Highmark Marine to be hung up on the building. The sign is done and ready to be installed by Maintenance. Everyone is very excited to see the new sign.

Other News

- We had a great start to the school year. Our teachers have created a wonderful welcoming environment for students. Teachers incorporated team building, social emotional learning, and growth mindset into their beginning of the year lessons.

Challenges and Considerations

- The absence of a dedicated instructional coach has been a significant challenge this year, particularly as we support three teachers who are new to the district, including two first-year teachers. Having consistent, on-site access to an instructional coach would provide valuable job-embedded support, strengthen instructional practices, and build teacher capacity. Ultimately, this investment would benefit not only our new teachers, but all staff and students by supporting high-quality instruction across our school.

Middle School Monthly Board Report
Sept 21, 2026 of Regular Board Meeting

Campus Enrollment

Grade	# of students
6th	134
7th	126
8th	151
TOTAL Students	**411**

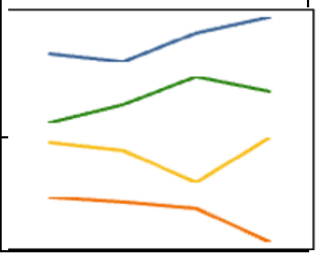
Upcoming Events

September 15-17	KMS Cross Country Team travels to Mat-Su Valley
Sept 21	Boys & Girls Basketball and Cheerleading start / School Picture Day
September 22-24	Reading, Language, Math MAP Assessments given
Sept 25	7th Grade bonding day @ the Buskin Cross Country & Cookie dough Kick off Pep Rally
October 1	Family Engagement Night: Parent Q & A with staff/admin @ 6pm
October 5	Cookie Dough Sale Ends!

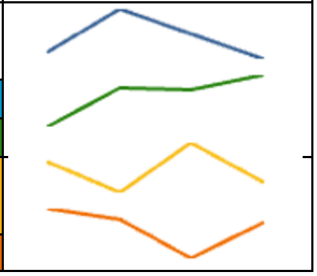
Academics / Assessments

AK STAR / Assessment:
AK STAR results are in! These scores are helping drive our beginning of the year goals and focus. We saw some great growth (let's keep improving those teaching practices) and we saw some hiccups in some grades/subjects. We anticipated these trends based on the Spring MAP scores, and so last years reading specialist worked closely with our ELA/Reading/Writing teachers to

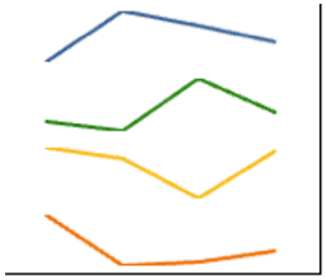
7th Graders 2026/2027	7th Grade Cohort- English Language Arts					
	3rd	4th	5th	6th	7th	8th
	Spring 2023	Spring 2024	Spring 2025	Spring 2026	Spring 2027	Spring 2028
Advanced	14%	13%	16%	18%	-	-
Proficient	21%	25%	30%	27%	-	-
Approaching Proficient	35%	33%	26%	36%	-	-
Needs Support	30%	29%	28%	19%	-	-



8th Graders 2026/2027	8th Grade Cohort- English Language Arts					
	3rd	4th	5th	6th	7th	8th
	Spring 2022	Spring 2023	Spring 2024	Spring 2025	Spring 2026	Spring 2027
Advanced	-	9%	13%	10%	8%	-
Proficient	-	23%	30%	29%	32%	-
Approaching Proficient	-	33%	25%	38%	28%	-
Needs Support	-	36%	33%	22%	32%	-



7th Graders 2026/2027	7th Grade Cohort- Math					
	3rd	4th	5th	6th	7th	8th
	Spring 2023	Spring 2024	Spring 2025	Spring 2026	Spring 2027	Spring 2028
Advanced	3%	17%	13%	9%	-	-
Proficient	24%	22%	34%	26%	-	-
Approaching Proficient	28%	26%	17%	27%	-	-
Needs Support	44%	35%	36%	38%	-	-



8th Graders 2026/2027	8th Grade Cohort- Math					
	3rd	4th	5th	6th	7th	8th
	Spring 2022	Spring 2023	Spring 2024	Spring 2025	Spring 2026	Spring 2027
Advanced	-	3%	8%	4%	4%	-
Proficient	-	25%	34%	27%	34%	-
Approaching Proficient	-	24%	15%	30%	14%	-
Needs Support	-	48%	43%	39%	48%	-



Interventions & Accelerations:

- KMS is offering two sections of Math interventions this year.
    - These classes were filled based on historical trends of student's assessment scores on MAP assessments.
    - These are mixed grade level this year and replace an elective class for a semester.
    - There is a total of 9 students this first semester. More students may be added after the fall assessments.
- KMS is offering three sections of Reading interventions this year.
    - These classes were filled based on historical trends of student's assessment scores on the Reading MAP assessments.
    - Each grade level has their own course offered. This class replaces an elective class for a semester.
    - There is a total of 9 students in reading interventions this semester. More may be added after fall assessments
- KMS offered online summer school to all students who failed math, reading, writing, or ELA this past school year.
    - 29 students had the opportunity to practice missed skills during the summer
    - 11 students successfully completed skills for 1 or more courses
    - 21 students were not successful and are re-taking reading, writing, or math from last year in addition to this year's course load. Counselors are working with these students to help them be successful this year.
- KMS is offering
    - 7th Grade Honors Math – 27 enrolled students
    - 7th Grade Honors Reading – 23 enrolled students
    - 7th Grade Honors Writing – 24 enrolled students
    - 8th Grade Honors ELA – 24 enrolled students
    - 8th Grade Algebra – 48 enrolled students

Instructional Highlights

THIS MONTH'S CVL SPOTLIGHT: Student Engagement

- Mrs. Harrison's 8th grade science classes started the year out with a bright flame as they hypothesized which candle would burn longer when oxygen was limited (short candle or the tall one). Mrs. Harrison had students make predictions, explain their reasoning, watch the experiment and then revise their thoughts and explain what happened and why.

- Mr. Steele's students were practicing safety in the wood shop and learning the important steps to using a table saw. Many students were eager to help demonstrate the cuts.

- Ms. Moseley's Algebra 1 students were learning the important basics of their scientific calculators and how helpful they will be when needing to solve square roots.

- Ms. Otto's students revised their thinking on what questions are statistical questions when they compared their selections with a partner and discussed any discrepancies they had using academic language.

- Ms. Grizz's students put in the hard work of organizing their writing notebooks, so they will be set up for a successful year of writing in 7th grade with tables of contents, headings and page numbers.

- Mrs. Kondro's students brainstormed and collaborated on describing what makes a positive community member, moving from the whole world to narrowing the focus in on their 6th grade social studies class.

Social Emotional Learning

- Mr. Krimmel and Ms. Lucy have a full year planned for students to help them be successful at KMS. They will be doing Minute Meetings with their students to make sure every student knows who they are and the ways counselors can help our students manage the academic, social, and emotional demands of adolescence and middle school. Both of our counselors are in their grade level lunches every day in order to watch school dynamics and be available in a non-threatening environment. Ms. Lucy is working with all 6th grade students and 7th grade students with the last names of K-M. Mr. Krimmel is working with all 8th grade students and 7th grade students with the last names of A-J.
- 6th grade students were welcomed by all staff members on August 31st this year. Students came to the gym to be welcomed to KMS by staff and admin, then, after getting some breakfast in their bellies, moved to their 1st period classes where they divided up and learned specifics about the lunch process, the nurses office, counselors office, main office, library, sports/activities, and had about 35 minutes to get their lockers and practice those tricky combinations. Students then went to lunch and recess and after that were able to follow their full 7 period schedule (abbreviated class times). Dismissal at 2:25 gave students just enough time to get

their bearings and be ready for a full day in a full school on Tuesday. Some feedback from parents/students included:
    - *According to my daughter, "It was the best day ever!" from one parent*
    - *Another parent said that when they asked their son how school was, he said, "Good. It was fun. I actually enjoyed it." The parent went on to say, "I don't think he has liked school in years, thank you!"*
- Each week, KMS students who were in school all five days last week get recognized during lunches.
- Shhh. On September 25th, students will be sorted into five different houses
    - The goal is to work together to form more of a community across grade levels. Staff are already sorted and will be leading their houses. We can't wait to see how this works out this year.
        - House Pillar: STRENGTH – We stand strong and support one another
        - House Sheratin: UNITY – We climb higher when we work together
        - House Barometer: RESILIENCE – We adjust, persevere, and keep going when conditions change
        - House Monashka: COURAGE – We are willing to try, lead, speak up, and do what is right
        - House Pyramid: EXCELLENCE – We challenge ourselves to reach higher
- The Grizzly School Store will be opening on Monday, September 14th during all lunches. The store is where students can spend their Grizzly/Minga points that have been earned for positive behaviors. Items for sale will include
    - School supplies
    - Coupons for things like "Skip to the front of the lunch line", "Lunch with an administrator", "Sit in the teachers chair"
    - A big item is a hoodie that students can purchase. No cash accepted, these are only able to be bought with points. This is the back of the hoodie.
    - Students will be surveyed periodically throughout the year on what they want in the store.

2,642
Grizzly Points Awarded
(as of Sept 10)

PTA / PTSA News/Community Partneships

- PTSA has really been phenomenal this year. After saving funds from our Cookie Dough Sales, the PTSA purchased a Gaga Ball Pit, an Outdoor Chess Set, a variety of balls and a ball cart, and a Jump Trainer this summer. Students are enjoying these items at recess.
    - PTSA also purchased a shed to store all the equipment
    - Over the summer, families also volunteered to
        - Paint a map of the United States on the playground.
        - Paint the 'field area' of the playground green.
        - Paint in the four-square courts
        - Built a shed to store equipment
- The PTSA was also involved in the Mural Project that helped create a long lasting work of art that is currently on the retaining wall of the middle school playground facing Powel Street.
- This summer, the Alaska Family Engagement Center hosted a night for parents to "Launch Your Middle Schooler to Success" on August 3rd, opening the door for parents to learn more about how middle school is different than elementary and high school.
- KMS Admin has met with Chief Putney & Lt. De la Fuentes about partnering with KPD to be a presence in school and help with the increase in vapes and marijuana that we had at the end of the year last year.

Other News

-

Power of Positive Phone Calls in Kodiak

Last year, staff and families at Kodiak Middle School (KMS) looked at their School Climate & Connectedness data together during a community cafe. One question jumped out as scoring particularly low: Only forty percent of families responded favorably to (in this case, disagreed with) the statement that "The school only contacts me about my child when there's a problem."

We know that one-on-one communication about a family's child is one of the most powerful family engagement strategies. Perhaps KMS was sharing generic information about schedules and events, without focusing on individual students' strengths and needs. In other instances, school staff may have contacted families about a student only when they were late, absent, at risk of failing, or fighting. Either way, the school's leadership recognized the need to shift their practice.

Principal Rena Rankin and Vice Principal Judith Bruns devised a plan to give staff ten minutes during their weekly staff meeting to make positive phone calls to at least two families.

How did it go? For some teachers, it was awkward at first. Rena and Judith knew they were on to something when one teacher came into the staff meeting and said, "I just had the best conversation!"

Families that have been on the receiving end of these phone calls in other school districts have reported crying - with happiness. One parent who had been moved to tears said, "No one from the school has ever called to say anything good about my kid."

Relationship researchers know that five positive interactions are needed to balance out every one negative interaction. Making positive phone calls home at the start of the year is like putting money in the family engagement bank.

Leadership from the school - setting up the expectation and a structure to ensure teachers had the time and were compensated to do what was asked - helped make it happen.

And the results showed: this year the Kodiak Middle School's score on the same School Climate and Connectedness Survey question jumped 17 percentage points.

How the Alaska Family Engagement Center can help:

Grizzlies Worth Growling About

- Kudo's to Ms. Alesha Fish, Ms. Sadie Thomas, & Ms. Sky Rockwell who have been helping our students start their day off right with a healthy, free breakfast. We started Monday, Aug 31 serving 57 breakfasts, and by Friday, we were serving over 120 each morning. Our goal is to serve 240 each morning!

- Thank you to Mr. Adam Powers and the entire maintenance department for the new barriers around our swing sets. The Alaskan motif is great, and it looks fantastic! We can't wait for our new basketball backboards/hoops so our students can have some pick-up games at recess and after school.
    - Also thanks go out to maintenance for the repair of the urinal in the boys locker room as well as the water fountains in the 7th grade hallway.
    - Thanks to Mr. Arsenio and his summer crew our staff came back to hallways that gleamed like water. KMS is LOOKING FINE!!
- Thank you to Mrs. Stefanie Kondro and Mrs. Sara Grizzard who made sure our teachers have their names on their doors. There is nothing like seeing your name to know you are home and you matter!
- A big Grizzly Shout Out to 324 students who had perfect attendance the first week!

Every Voice Matters

WE ASKED. THEY ANSWERED. WE LISTENED.

- Students voted for the next new piece of playground equipment. They chose a Rope tower



- Students will be able to volunteer to serve on the Food Council to offer suggestions and do taste tests with our Child Nutrition department. The first meeting is Sept 30th.

Concerns & Considerations

Board Policy 5144.1 recognizes that suspension or expulsion may be necessary to protect the health, safety, and welfare of students and allows the Board to consider expulsion for severe or prolonged breaches of discipline, including situations in which a student's presence creates a continuing danger to others. While our building-level Code of Conduct provides administrators with a progressive system of interventions and consequences, the procedural pathway

for moving a serious disciplinary matter beyond building-level consequences is less clear.

I would ask the Board and District administration to consider developing a clear administrative procedure or decision-making framework that identifies when building-level discipline is no longer sufficient and a principal should formally recommend a case for consideration beyond the building level. Such a procedure could clarify how that recommendation is initiated, the criteria for considering alternative placement or expulsion, required documentation and due-process steps, and the responsibilities of the principal, Superintendent, and Board throughout the process.

The need for this clarity has already surfaced this school year. Within the first five days of school, Kodiak Police Department came to KMS on two separate occasions to gather evidence and information regarding incidents identified as assault under our Code of Conduct after families independently pursued law-enforcement involvement. While these situations represent a very small percentage of our students, they highlight the seriousness of some behaviors building administrators are being asked to address and the need for a clearly defined pathway when traditional interventions are no longer sufficient.

Our responsibility is not only to provide appropriate interventions and educational opportunities for students exhibiting serious behaviors, but also to protect the right of every other student and staff member to attend and work in a school where they feel physically and emotionally safe. Clear District procedures would help building administrators appropriately balance both responsibilities.

On Our Radar

RIGHT NOW WE'RE WORKING ON:	• Getting our students a strong academic and community start. School isn't just about academics, it is about forming a community where everyone can feel supported, safe, and seen! • Testing comes early in the year, and we want our students to try their best so we can focus our academics on where they need it. • We are going to set up a parent committee to look at our school code of

	conduct to get parent/community feedback.
NEXT MONTH WE'RE EXCITED ABOUT:	• Our first pep rally and introducing our students to their houses.

East Monthly Board Report
September Regular Board Meeting

East Elementary is off to a wonderful start! The beginning of a new school year always brings a special kind of energy, and our building is once again filled with the excitement, laughter, and joy of learning that make an elementary school such a wonderful place to be.

We are incredibly fortunate to have an amazing team at East again this year. From the very first days of school, our staff have been working hard to create welcoming classrooms, establish strong routines, build relationships, and ensure that every student and family feels connected to our East community. There is a shared commitment throughout our building to making this another fabulous year for our students, families, and one another.

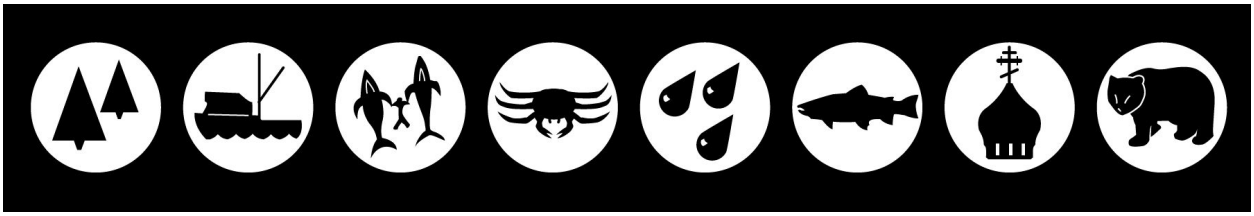
This week was especially exciting as we welcomed our kindergarten students for their first days of school. Having our littlest Cubs join us means that all of our students are finally here, and it has been wonderful to have our entire East family together. We are looking forward to a year filled with learning, growth, connection, and plenty of opportunities to celebrate all of the big things our little Cubs will accomplish!

Campus Enrollment

Grade	Teacher - # of students				
Kinder	Oliver – 16	Howard - 16	Thomas - 16	Button - 15	
1st	Mancoa – 14	Solano – 16	Loyola - 14		
2nd	Allen – 19	Hockema - 19	Sager - 17		
3rd	Coburn - 22	Lukin - 23	Sorino – 22	Trosvig - 22	
TOTAL Students	**246**				

Instructional Highlights

The first weeks of school are an important time for building the foundation for a successful year. Across East, teachers have been intentionally teaching, modeling, and practicing schoolwide and classroom expectations so students understand the routines and behaviors that help create safe,



positive, and productive learning environments. Taking the time to establish these expectations now allows our classrooms to quickly grow into strong communities of learners.

We are also beginning our fall assessment cycle. Third-grade students began MAP testing September 8–11, and students in kindergarten through third grade will complete Amplify DIBELS assessments September 14–25. These formative assessments provide valuable beginning-of-year data that help us identify each student's individual strengths and learning needs.

Our teams will use these data to thoughtfully group students and plan targeted instruction and intervention cycles. This process allows us to meet students where they are, monitor their progress, and adjust instruction throughout the year to ensure that every East Cub has the support and challenge needed to continue growing.

Social Emotional Learning

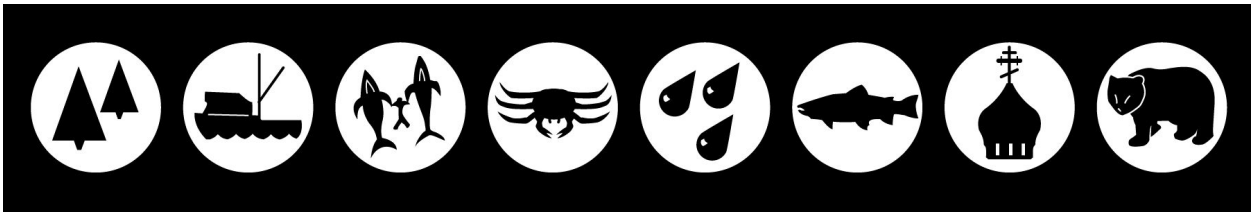
This year, East is continuing to intentionally strengthen a culture of belonging for both students and staff. Our yearlong plan focuses on building relationships, creating inclusive communities, and developing the social-emotional skills that help students feel safe, connected, and ready to learn. Each month will build upon this foundation with a specific focus that is reinforced through our schoolwide morning messages, classroom practices, staff learning, and monthly schoolwide assemblies. Our assemblies will align with our monthly focus, giving us another opportunity to come together as an East community, reinforce shared messages, celebrate students, and build a strong sense of connection and belonging.

Our September focus is Building Community & Collaboration. During these first weeks of school, we are emphasizing what it means to be part of a community—learning about one another, developing positive relationships, working together, and recognizing that every person has an important place at East. Students are also learning and practicing our CUBS Success Criteria: being Curious, Understanding, Brave, and Safe.

We know that a strong sense of belonging is foundational to learning. By intentionally investing in relationships and community at the beginning of the year, we are creating an environment where students feel known, valued, supported, and ready to take risks as learners.

Challenges & Considerations

NURSING COVERAGE



One significant challenge we are navigating at East this year is having nursing coverage for only half of the school day. We greatly value our school nurse and the expertise, care, and support she provides to our students and staff during the hours she is at East. However, student health needs do not end when nursing coverage does.

During the portion of the day when a nurse is not available at East, responsibility for responding to student illnesses, injuries, medication needs, and other health-related concerns shifts directly to our office staff—the Secretary III, Secretary I, and principal. These responsibilities require time, attention, and careful decision-making and are being absorbed by staff members who already have full workloads and whose primary roles are not medical care. At an elementary school, health-related needs arise throughout the day, and there is no additional staff available to assume these responsibilities when the nurse is not present.

As the year progresses, I believe it is important to recognize and monitor the impact that reduced nursing coverage has on both student support and staff capacity. School nursing encompasses much more than responding to minor injuries, and having access to a qualified healthcare professional throughout the school day provides an important layer of safety and support for students, families, and staff.

CAFETERIA STAFFING

Another positive change this year has been the implementation of free breakfast and lunch for all students, along with the Choice vs. Serve model at lunch. We are serving significantly more students, and allowing students to choose the foods they will eat has resulted in less food waste. Both are wonderful outcomes for our students and families.

However, increased participation has also highlighted a significant staffing challenge. Following the reduction of a cafeteria helper position last year, one Cafeteria Specialist is currently responsible for serving lunch to our school of 246 students. With the increased number of students choosing school lunch, it is not feasible for one person to manage the volume independently while ensuring that children move through the lunch line efficiently and still have adequate time to eat before recess.

To make the current system work, I am regularly stepping away from my responsibilities as principal to assist in the kitchen and help serve students during lunch. I am happy to help wherever needed to ensure our students are fed, but this is not a sustainable long-term staffing solution. The increased participation in our meal program is something to celebrate, and ensuring adequate cafeteria staffing would allow us to continue providing this valuable service efficiently while allowing school staff to remain focused on their primary responsibilities.

Upcoming Events

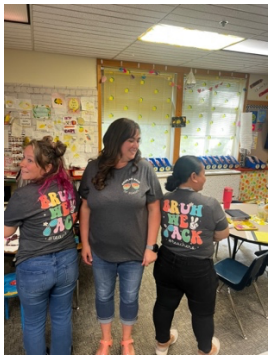
September 8th – First Day of Kindergarten

September 15th – Open House 4:30 – 6:00
September 17th – Picture Day
September 18th – 3rd Grade Field Trip Hike Old Woman












EVERY
VOICE

Chiniak Monthly Board Report
September 16, 2026, Regular Board Meeting

Campus Enrollment

Grade	# of students	Teacher
Kindergarten	1	Daisy Gequilan
1st	2	Daisy Gequilan
2nd	1	Daisy Gequilan
3rd	1	Daisy Gequilan
4th	2	Daisy Gequilan
5th	1	Daisy Gequilan
6th	2	Christy Stark
7th	3	Christy Stark
8th	1	Christy Stark
9th	1	Christy Stark
10th	3	Christy Stark
Total Students	**18**	

Upcoming Events

- Benchmark testing is scheduled between now and September 25th.
- September 24th, Chiniak School will have an open house event between 4 and 6.
- September 29th, the Chiniak student body will travel to the Alutiiq Museum to commemorate Orange Shirt Day.

Instructional Highlights

Students are off to a strong start with classes in ELA, Biology, US History, Algebra and elementary reading, math, science, social studies, etc.

We are advancing our math skills with the use of our new Math and You curriculum from Big Ideas Learning.

We are emphasizing reading this year by assigning grade level books to the middle and high schoolers based on a suggested canon. We are also using 15 minutes every Wednesday to implement DEAR(Drop Everything And Read) schoolwide.

Social Emotional Learning

KIBSD school counselor Marilyn Gail made her first visit and welcomed students to the fall semester at Chiniak School.

Chiniak staff and students have begun holding our morning circle meeting each instructional day. We begin with the Pledge of Allegence and our Land Accknowledgement, followed by a circle where we introduce a new Alutiiq, Word of the Week, and allow each student to share as we pass around a talking piece.

Advisory School Board News

Advisory School Board had its first meeting on September 10th; please see the attached minutes from our meeting.

CHINIAK September 10, 2026

4:00 p.m. Chiniak School/TEAMS

- Call to Order at 4:05/Roll Call/Introduce Guests: Head teacher-Christy Stark, ASB members: John Stark, Sara Fish, Rochelle Andrews, Sandy Daws.
  Guest-Laura Griffin.
- Community Comments and Correspondence: Laura is asking about fundraising and grants for off island field trip in the Spring.
- Two open seats -
  - Advertise
- Administrator Report
  - Enrollment numbers for FY27 – 18 students. 8 elementary and 10 MS/HS
  - Overview from Ms. Stark – We have started staff meetings once a week. KANA today at the library for Art project. Testing starts next week. Ms. Kelly just delivered books for Battle of the Books. DEAR (drop everything and read) every week. Open house possibly on 9/25. 9/29- field trip to the museum. Orange shirt being made for the students thanks to Leisnoi's donation. Possible Veteran's Day event and maybe Thanksgiving. December Coast Guard Santa Day with Winter program.
  - Sports possibility – grade 6-12 survey the students. Volleyball, Basketball. Wrestling would be 8-12.
- Committee Reports if any
  - Water System-Committee members
    - Need to schedule a meeting
  - Facilities- Work order status (report by Peggy)
    - Current work order report
    - Major Projects-Storage
    - Tsunami Trail upgrades
  - Fundraising update:
    - Current Fundraiser
    - Upcoming Fundraiser
    - Student Fund report-Peggy (maybe delayed due to audit and rollover)
  - Library Committee
- Unfinished Business:
  - Open gym options
  - Continuing to recruit for committees

Akhiok School Monthly Board Report

Campus Enrollment

Grade	Number of Students	Teacher
K	0	Regine /Joecio
1	2	Regine /Joecio
2	3	Regine /Joecio
3	0	Regine /Joecio
4	2	Regine /Joecio
5	0	Regine /Joecio
6	0	Regine /Joecio
7	2	Regine /Joecio
8	0	Regine /Joecio
9	2	Regine /Joecio
10	2	Regine /Joecio
11	0	Regine /Joecio
12	0	Regine /Joecio
Total	13	

Upcoming Events

September 16th – 17th – KANA Walk of Hope Activity
September 8th – 25th MAP Testing
September 14th – 25th MClass Testing
September 25th Lockdown Drill

Instructional Highlights

The beginning of the school year was a great success and provided students with a fresh start. Students quickly began building a strong sense of community, learning classroom routines, and sparking their curiosity through engaging activities.

To establish a strong foundation, the class worked together to create shared agreements that promote a safe, respectful, and enjoyable learning environment. The first week set a positive tone for the school year as students participated in activities that helped them build meaningful connections with their classmates, teachers, and other staff members. Students also learned and practiced how to behave appropriately according to the expectations established in different areas of the school.

In addition, students participated in team sports such as volleyball, and basketball as well as physical strength and fitness exercises. These activities encouraged students to stay

active and strengthened collaboration, communication, teamwork, and camaraderie while allowing students to enjoy friendly competition.
Students especially enjoyed morning circles, which provided them with a welcoming opportunity to share their thoughts and feelings, listen to their classmates, and communicate openly. These daily conversations helped create a supportive classroom community where students felt comfortable expressing themselves and getting to know one another. Overall, the first week of school established a positive and welcoming atmosphere and laid a strong foundation for a successful school year filled with learning, connection, collaboration, and growth.

Social Emotional Learning

During the first month of school, SEL has been an important part of daily life at Akhiok School. Morning Circles provide students with a supportive space to share their thoughts and feelings, build relationships, and strengthen the classroom community. Daily journaling encourages self-expression, reflection, and emotional awareness, while calming corners help students practice self-regulation and coping strategies.
Students also participate in team games, sports, and physical activities that promote teamwork, communication, cooperation, and healthy lifestyles. Ms. Marilyn, the Rural Schools Counselor, provides individual check-ins and small-group sessions, offering students a safe space to express their feelings, discuss challenges, and develop positive coping and problem-solving skills. Teachers also incorporate SEL activities into their daily classroom routines to support students' social and emotional development.

Port Lions Monthly Board Report
September - Regular Board Meeting

Campus Enrollment

Grade	# of students	Teacher
Kinder	1	Deming
1st	3	Deming
2nd	2	Deming
3rd	0	Deming
4th	2	Deming
5th	1	Deming
6th	3	Stockard/Gerasmeo
7th	4	Stockard/Gerasmeo
8th	0	Stockard/Gerasmeo
9th	1	Stockard/Gerasmeo
10th	0	Stockard/Gerasmeo
11th	2	Stockard/Gerasmeo
12th	2	Stockard/Gerasmeo
TOTAL Students	**21**	

Upcoming Events

Sept. 8- Kinder First Day!
Sept. 11- Painters Coming to finish job
Sept. 24- Nurses Visit? No confirmed date
Sept. 25- Mystery Reader at JWML
Sept. 29-30- Ms. Mairlyn Visit
Sept. 30- Walk of Hope with KANA
Sept. 30- First wrestling practice

Instructional Highlights

For the start of September, Port Lions has focused on building relationships. It's always important to build relationships starting a new year, but it's especially important this year with Ms. G joining us!

Social Emotional Learning

Our “word” of the month is PRIDE: Positive Attitude, Respect, Integrity, Dependability, and Excellence! We’ve been going over routines and procedures, and community circles have been about team building as we acclimate to the close proximity of our peers after summer break.

SEPTEMBER 21, 2026

CURRENT ENROLLMENT

GRADE 9	GRADE 10	GRADE 11	GRADE 12	TOTAL
131	106	139	134	510

UPCOMING EVENTS

SEPTEMBER

Walks with Vince, *Sept 22*
USCG College Fair, *Sept 22*
FB vs Monroe, *Sept 25*
Key Club Fundraiser, *Sept 26*
Picture Day, *Sept 28*
Orange Shirt Day, *Sept 30*

OCTOBER

FB vs SWDP, *Oct 2*
Volleyball Fundraiser Dinner, *Oct 16*
VB Dig Pink, *Oct 24*
PSAT, *Oct 27*

HIGHLIGHTS

Culinary Arts Students Prepare to Serve Pioneers of Alaska

Under the guidance of teacher Diane Hubert, Culinary Arts students are preparing to cater the Pioneers of Alaska's main gathering and dinner on Saturday, September 26, at the Marketplace. The event brings Career and Technical Education (CTE) to life, giving students an opportunity to apply classroom learning in a professional setting.





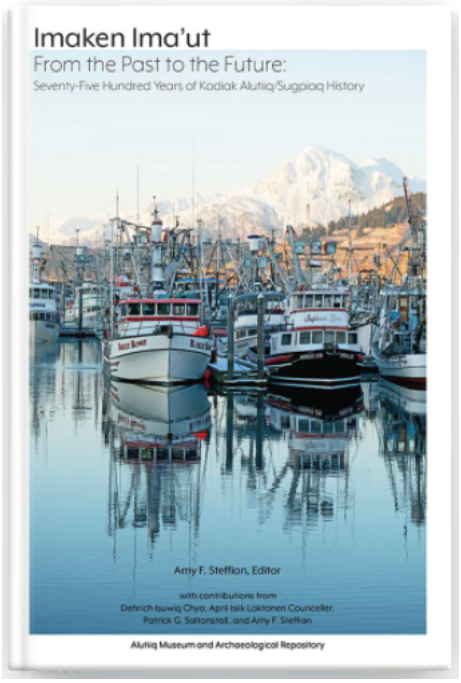
Students spent the past week practicing knife skills and dough making in preparation for an extensive menu: halibut Olympia, salt-and-pepper chicken, rice pilaf, sautéed green beans, buttered carrots, two varieties of appetizers, a garden salad, and a mixed berry tart.

Beyond preparing food, catering a community event gives students practical experience with teamwork, time management, and the coordination needed to serve a complete meal. With Hubert's guidance, students are building skills that support careers in culinary arts and hospitality while making a meaningful contribution to their community.

Modern Literature Students Connect with Local History

JoAnne Knight's Modern Literature seniors explored local history through the Alutiiq Museum publication From the Past to the Future. Working in small groups, students read and presented chapters, sharing what they learned with their classmates and contributing to the class's understanding of the publication.

An extra-credit opportunity emerged organically through a "Take a Selfie with Bennie" challenge. The challenge encouraged students to visit the gravesite of Benny Benson, who won the contest to design Alaska's flag and is buried in the cemetery near the Elder House. This



extension of the assignment offered students a memorable way to connect their classroom learning with the history of their community.



KHS Science Students Bring Learning to the Table

Students in Sarah Torres's Anatomy and Physiology and Biology classes at KHS are exploring foundational science concepts through collaborative, hands-on activities.

In Anatomy and Physiology, students are studying the 11 body systems. Working together, they are using chalk markers to map the parts of each system directly onto their lab tables. The activity combines visual learning with teamwork as students identify structures and organize their understanding of the human body.

Biology students are examining the characteristics of life through a collaborative card-sorting activity. Groups sort a variety of cards into living and nonliving categories, using the characteristics they have studied to guide their decisions. The activity encourages students to discuss their reasoning and apply classroom concepts to different examples.







Students in Rhissan Acebuche's AP Chemistry class at KHS explored the role of water in the crystal structures of ionic compounds through a hydrate analysis lab. They heated three different hydrated ionic compounds and used changes in mass to determine the amount of water present in each.

The experiment strengthened skills students will use throughout AP Chemistry, including interpreting mass data, applying mole relationships, and drawing conclusions from experimental evidence. These skills also provide a foundation for a possible future project in which students prepare and analyze their own hydrates.

Alongside the chemistry, students practiced resourcefulness when equipment did not work as expected and learned how careful measurements and proper laboratory techniques contribute to accurate, precise results. They followed safety procedures, worked responsibly, and cleaned their stations after completing the experiment.

A Strong Start: Link Crew Welcomes KHS Freshmen

KHS Link Crew Leaders welcomed the newest class of freshmen with a student-led orientation on the first day of school, setting the stage for a year of connection, support, and belonging. Having experienced the transition to high school themselves, these student leaders offered incoming freshmen a friendly introduction to their new school community.

Link Crew is part of the Boomerang Project, a high school transition program that trains juniors and seniors to mentor incoming ninth graders. Built on the belief that students can help one another succeed, the program focuses on helping freshmen feel comfortable and develop the relationships that support a successful first year.

For KHS freshmen, the connections begun at orientation can offer reassurance long after the first day. A familiar face in the hallway and an older student to turn to with questions can make a new school feel more welcoming. These relationships can help students build confidence, seek help, and feel more comfortable participating in school life. The Link Crew model supports those connections throughout the year through academic and social follow-up activities.

By taking the lead in welcoming their younger peers, KHS Link Crew Leaders helped establish an encouraging message for the year ahead: freshmen are valued members of the school community, and they have people ready to support them as they learn, grow, and find their place.









Three Weeks In, and KHS Is Already in Full Swing!

The first three weeks of school have been filled with learning, teamwork, and school spirit at KHS. Students are engaged in their classes, fall sports are off to a strong start, and Homecoming festivities are bringing our school community together.

These photos capture a glimpse of the energy across KHS as students reconnect with friends, take on new challenges, and get involved. From classroom activities to athletic competitions and Homecoming celebrations, there is already plenty to celebrate—and much more to look forward to throughout the year!



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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 Phiillipines to Kodiak work in our rural sites.

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

This increase makes international hiring cost prohibitive.

3

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

The professional H1-B Visa is a possiblity for 6 years. Depending on the inital 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 Distric,t 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 guarentee 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 additional 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 Requeset.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.

THANK YOU

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Research Summary

What Does Teacher Turnover Cost School Districts?

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

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

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

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

Findings

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

District-level Turnover Expenditures per Teacher, by Cost Category

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

*Excludes wages – material costs only

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

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

[3] The state also bears indirect costs, through investments in preparing teachers and the effects of turnover on student achievement.

Implications

- *Actual costs of teacher turnover are likely higher than we estimated*. Our cost estimates are conservative. We estimated the average weighted cost of teacher turnover in four specific cost categories. We did not estimate the additional costs districts face, if teachers leave mid-year, or the costs to Alaska, related to teacher preparation and reduced student achievement. But even our conservative estimates show that the direct costs of high teacher turnover are significant. If school districts could reduce turnover, they would have more money to invest in teaching and learning.
- *Not all turnover is bad, nor are all turnover costs.* As we said at the outset, districts can't expect to eliminate all teacher turnover. Some turnover is in fact beneficial—teachers leave the profession if it is not a good fit for them; some take other jobs in education; and some retire, indicating stability. And while mentoring and induction activities for new teachers are costly up front, they promote effective teaching and help keep teachers in the classroom—reducing costs in the long-run.
- *Retention pays off***.** Retaining teachers over time not only improves the quality of instruction, but reduces direct turnover costs—allowing districts to reallocate money to teaching and learning.
- *Managing turnover costs by reducing budgets at the district level can create additional costs elsewhere***.** As districts seek to manage costs of turnover through budget revisions, they should keep in mind that reducing costs in one area may create costs at other levels of the education system.

Recommendations

- *Improve tracking of turnover costs at all levels***.** Tracking turnover costs systematically and regularly at the school, district, and state levels will more fully capture the costs associated with teacher turnover.
- *Explore conditions affecting teacher turnover and how to address them***.** Understanding how teacher turnover differs by school, position, or teacher characteristics can help administrators and policymakers develop ways to reduce turnover. These potentially include improving support for teachers, increasing the number of teachers prepared in Alaska, and recruiting on community strengths.
- *Explore how to reduce costs***.** Though the literature recommends standardizing processes for dealing with turnover costs, we found that Alaska districts use various approaches. While there may be some opportunities for efficiencies, these should not come at the expense of district autonomy.
- *Ongoing research is needed* to better describe turnover patterns, the non-monetary costs of teacher turnover, the effect of turnover on productivity, and the relationship between school characteristics and turnover.

Full Study

The full study, The Cost of Teacher Turnover in Alaska, by Dayna DeFeo, Trang Tran, Diane Hirshberg, Dale Cope, Pamela Cravez, UAA Center for Alaska Education Policy Research, March 2017, is available at http://www.iser.uaa.alaska.edu/CAEPR/.

Funding

The University of Alaska Foundation provided funding for this research.

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About CAEPR

The Center for Education Policy Research (CAEPR) is a non-partisan research organization and is part of the Institute of Social and Economic Research at UAA. Follow us on Twitter: UAA_CAEPR.

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.

Estimated Household Locations

Estimates shown in this report are based on parent reported locations at the start of the school year and may change throughout the year.

Count of Street2	Column Labels															
Row Labels	-2	-1	0	1	2	3	4	5	6	7	8	9	10	11	12	Grand Total
AKTEACH			**22**	**22**	**19**	**15**	**25**	**18**	**15**	**16**	**18**	**6**	**6**	**17**	**13**	**212**
Base			7	8	4	4	10	7	6	5	4	1	1	1		58
Flats				1	2	1	2	1		2	3		1	4	1	18
Town			15	13	13	10	13	10	9	9	11	5	4	12	12	136
Chiniak School				**1**				**1**		**1**						**3**
Town				1				1		1						3
CO PreK	**16**	**25**														**41**
Base	6	9														15
Flats	1	1														2
Town	9	15														24
East Elementary School			**63**	**41**	**56**	**86**										**246**
Flats			2		1											3
Town			61	41	55	86										243
Kodiak High School												**131**	**105**	**139**	**133**	**508**
Base												14	4	8	5	31
Flats												11	5	7	5	28
Town												106	96	124	123	449
Kodiak Middle School									**133**	**126**	**151**					**410**
Base									12	10	10					32
Flats									12	5	7					24
Town									109	111	134					354
Main Elementary School							**79**	**100**								**179**
Base							2									2
Flats								1								1
Town							77	99								176
Peterson Elementary School			**31**	**21**	**29**	**40**	**26**	**32**								**179**
Base			26	16	20	23	20	16								121
Flats			5	3	7	12	3	13								43
Town				2	2	5	3	3								15
Grand Total	**16**	**25**	**116**	**85**	**104**	**141**	**130**	**151**	**148**	**143**	**169**	**137**	**111**	**156**	**146**	**1778**

