

Regular Board Meeting
Tuesday, May 5, 2026 4:00 PM Alaskan

Zoom
P.O. Box 90
McGrath, Alaska 99627

Patience Clairmont: Absent
Alice Dale: Present
Nathan Elswick: Present
Doug Heath: Present
Ann Short: Absent
Robert Walker: Absent
Kim Wortman: Present

Present: 4, Absent: 3.

Patience and Ann unexcused absent

I.	Call to Order
II.	Roll Call
III.	Mission Statement
IV.	Introduction of Guests
V.	Director Reports
VI.	Site Reports
VII.	Recognition and Awards
VIII.	Communications to the Board
IX.	Public Comment
	IX.A. Daedra Turner - Basketball
X.	Approval of Agenda
	X.A. Agenda Modification
XI.	Approval of Consent Agenda Items
XII.	Old Business
	XII.A. 26-36 Site Graduates
XIII.	New Business
	XIII.A. 26-39 April 14 Regular Meeting Minutes
	XIII.B. 26-40 Negotiated Agreement
	XIII.C. 26-41 Director of Academics Contract
	XIII.D. 26-42 IDLC Teacher Contract Extension
XIV.	Discussion Agenda
XV.	Final Items
	XV.A. Future Agenda Items
XVI.	Adjournment



Kyle Schneider
Registrar
Iditarod School District
kyleschneider@iditarodsd.org

End of Year Tasks

With the arrival of graduation season, close contact has been maintained with Principal/Teachers and the IDLC staff to ensure that graduates meet the district's graduation requirements.

Upcoming tasks include:

- a May 4th through May 8th trip to McGrath to work on physical student records,
- 4th quarter/2nd semester report cards,
- the Alaska Military Youth Academy dropout report,
- the Suspension-Expulsion report to EED,
- the Summer OASIS report to EED,
- import of MAP and mClass scores into PowerSchool,
- and transitioning the student information systems to the 2026-2027 school year.

Preparation for the 2026-2027 School year

Over the past month work has been done with Principal/Teachers to determine course schedules for the 26-27 school year to ensure that potential graduates meet their requirements and younger high school students are also having their needs met. Scheduling often gets complicated because the district strives to ensure students who are enrolled for all 4 years of high school have their needs met, and that students who have gone to boarding school or another school district and returned are able to meet their graduation requirements.



Carol Simmons
ECE Director
Iditarod Area School District
carolsimmons@iditarodsd.org

Apr 22, 2026

Early Childhood Education Director:.

- The IASD Preschool has been working on revising our IASD Family Preschool Handbook and the IASD Staff Preschool Handbook for the next school year. Will you please look over both of these drafts and please approve the IASD Family Preschool Handbook 2026-2027 and adapt the IASD Staff Preschool Handbook 2026-2027. This will complete our third year of the EEP Grant. See attached files.
- The IASD Preschool is continually working on Pyramid Model Training every Friday, Professional Development Specialist, www.threadalaska.org towards their Coaching Certification in conjunction with DEED.
- This has been a very productive year so far and still has much to accomplish in 2026! Many thanks to the IASD for all you have done to make this preschool happen and to keep it going!

[DRAFT-IASD Preschool Family Handbook 2026-2027](#)

[DRAFT-IASD Preschool Staff Handbook 2026-2027](#)



IDITAROD AREA SCHOOL DISTRICT

Iditarod, The Heart of Alaska

CTE and Counseling Activities Report
Halie Mahoney, School Counselor

Graduating Seniors

Gabriel Curiel-Lopez

Joseph Dale

Leanne Deacon

Peter Deacon

Kyla Martinez

Career Exploration Field Trip

- April 21st - May 1st
 - The students traveled to Juneau and Hoonah, where they explored a variety of educational and career-focused opportunities. They learned about careers with the Alaska Marine Highway System, SEARHC Medical Center, the Alaska State Museum, and Sealaska. They also toured the Capitol building and met with Senator Cronk. In Hoonah, they engaged with the Hoonah Forest Service, learned about tourism at Icy Strait Point, went whale watching, visited Glacier Bay, and participated in a Clan Workshop at Hoonah City Schools.

CTE Camps

During April and May, students attended:

- YK Welding Certification Course
- YK Heavy Equipment
- Intro to the Trades: Fairbanks Pipeline Training
- Doyon Lunch & Learn



Michelle McGovern
Curriculum Support Director
Iditarod School District
michellemcgovern@iditarodsd.org

May Board Report

Site Visits

Throughout April, I met with all teachers virtually to gather year-end data, finalize curriculum orders, and listen to feedback for the next school year. These individual meetings have been invaluable for understanding specific classroom needs and ensuring our planning reflects the actual requirements of our staff. By completing these visits and finalizing our orders now, we are staying ahead of the logistics curve, ensuring that all necessary materials are accounted for before the summer transition.

We have completed the end-of-the-year literacy screener for all elementary students. This is a significant milestone, as it provides the final data points needed to measure growth over the course of the year. In addition to the literacy screener, I am preparing for next year's District Battle of the Books. I will be placing the book orders through Palmer shortly; securing these titles now is a priority to ensure that the books are physically in our schools and ready for students by August. A major focus this month is the finalization of the elementary Individual Reading Improvement Plans (IRIPs), ensuring all progress monitoring is documented and that 3rd-grade summer reading plans are finalized.

Literacy Grants

As part of our CLSD grant, we are currently reviewing professional development opportunities and targeted interventions to refine our instructional approach for next year. Furthermore, through the TRAILS grant, we are providing every student in the district with a summer reading backpack. These are filled with books, journals, school supplies, and family engagement activities to ensure that learning continues and literacy gains are maintained throughout the summer break.



Texas Gail Raymond
Director of Academics
Iditarod School District
texasgailraymond@iditarodsd.org

To: Alice Dale, Chairman
Members of the School Board

Through: John Bruce

From: Texas Gail Raymond

Date: April 27, 2026

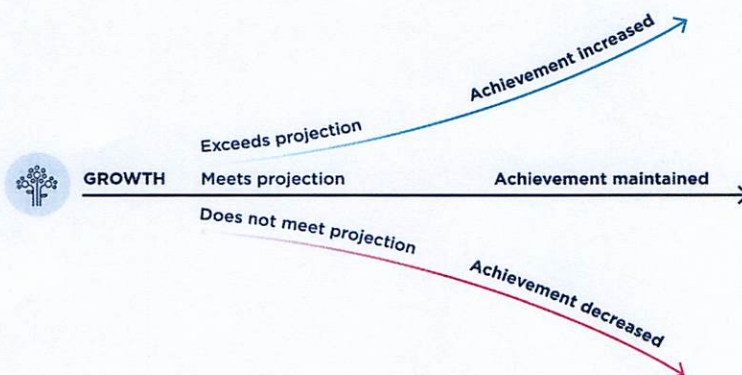
Subject: Curriculum and Assessment

Attached are District Profile reports for MAP testing showing growth and achievement comparison percentiles from Spring 2025 to Spring 2026 in Math, Reading, Language Usage and Science.

Growth is an inference about how student performance changes across two moments in time. You can use growth percentiles to understand how changes in student scores compare to changes in other US student scores.

Achievement comparisons represent student performance at two different moments in time. You can use achievement comparisons to understand how a group of student scores has changed across two testing terms.

How are Achievement and Growth Related?



What this graphic is showing is that for our students to increase achievement, they need to grow more than projected.

MAP Growth Reports > Iditarod Area School District

Single-Term Achievement Growth And Achievement

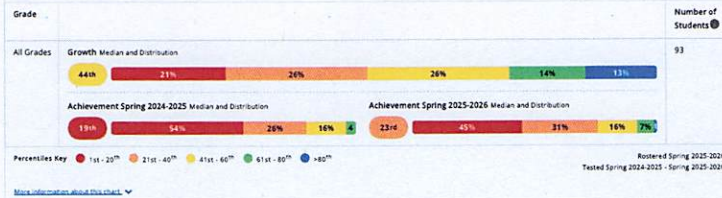
Term Rostered: Spring 2025-2026 Start Term: Spring 2024-2025 End Term: Spring 2025-2026 Course: Math K-12 Update

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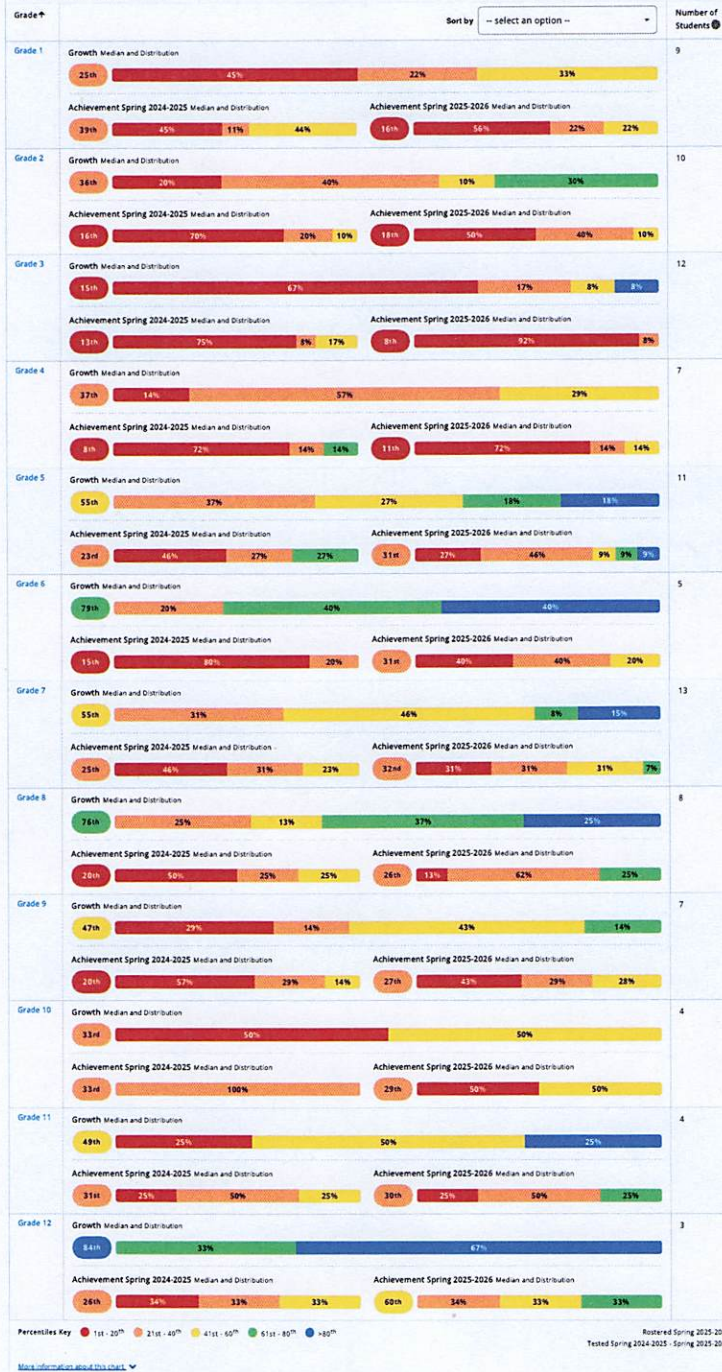
Apply Filters

Iditarod Area School District

District Profile Growth And Achievement Overview Iditarod Area School District | Math K-12



District Profile Growth And Achievement by Grade Iditarod Area School District | Math K-12



[MAP Growth Reports](#) >
 Iditarod Area School District

Single-Term Achievement

Growth And Achievement

Term Rostered
 Spring 2025-2026

Start Term
 Spring 2024-2025

End Term
 Spring 2025-2026

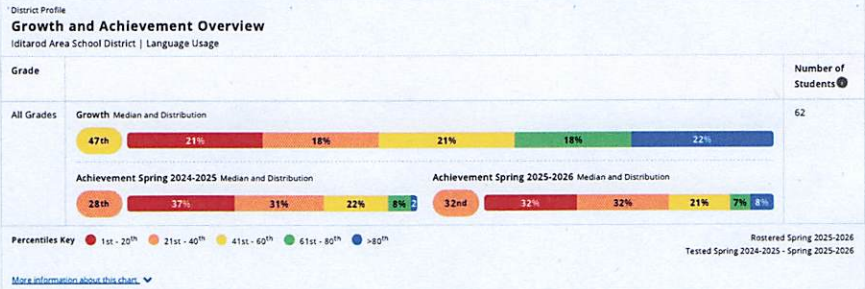
Course
 Language Usage

Update

Filters (0)

Apply Filters

Iditarod Area School District



[MAP Growth Reports](#)
> Iditarod Area School District

Single-Term Achievement

Growth And Achievement

Term Rostered

Spring 2025-2026

Start Term

Spring 2024-2025

End Term

Spring 2025-2026

Course

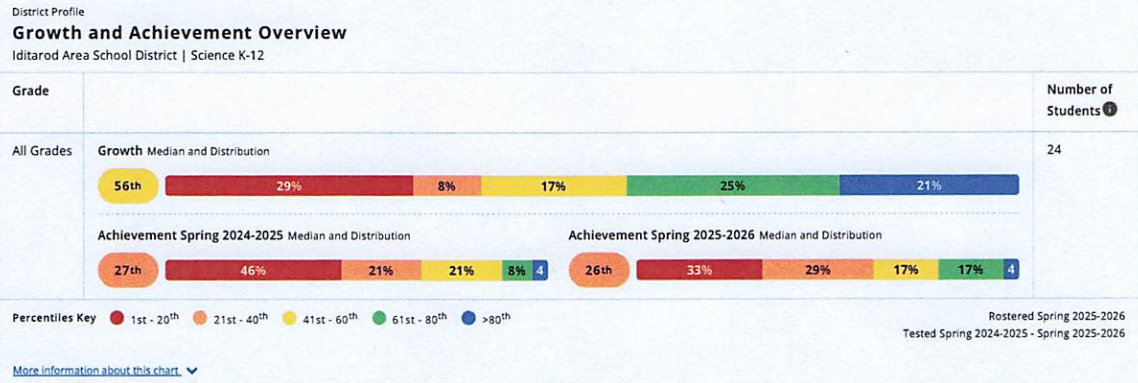
Science K-12

Update

Filters (0)

Apply Filters

Iditarod Area School District



[MAP Growth Reports](#)
>
 Iditarod Area School District

Single-Term Achievement

Growth And Achievement

Term Rostered
 Spring 2025-2026

Start Term
 Spring 2024-2025

End Term
 Spring 2025-2026

Course
 Reading

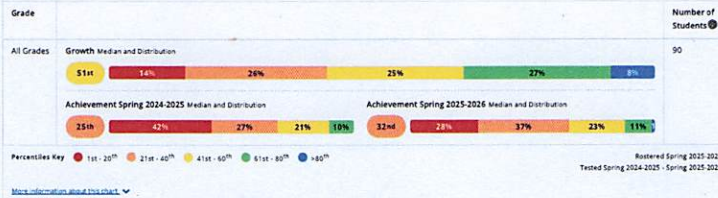
Update

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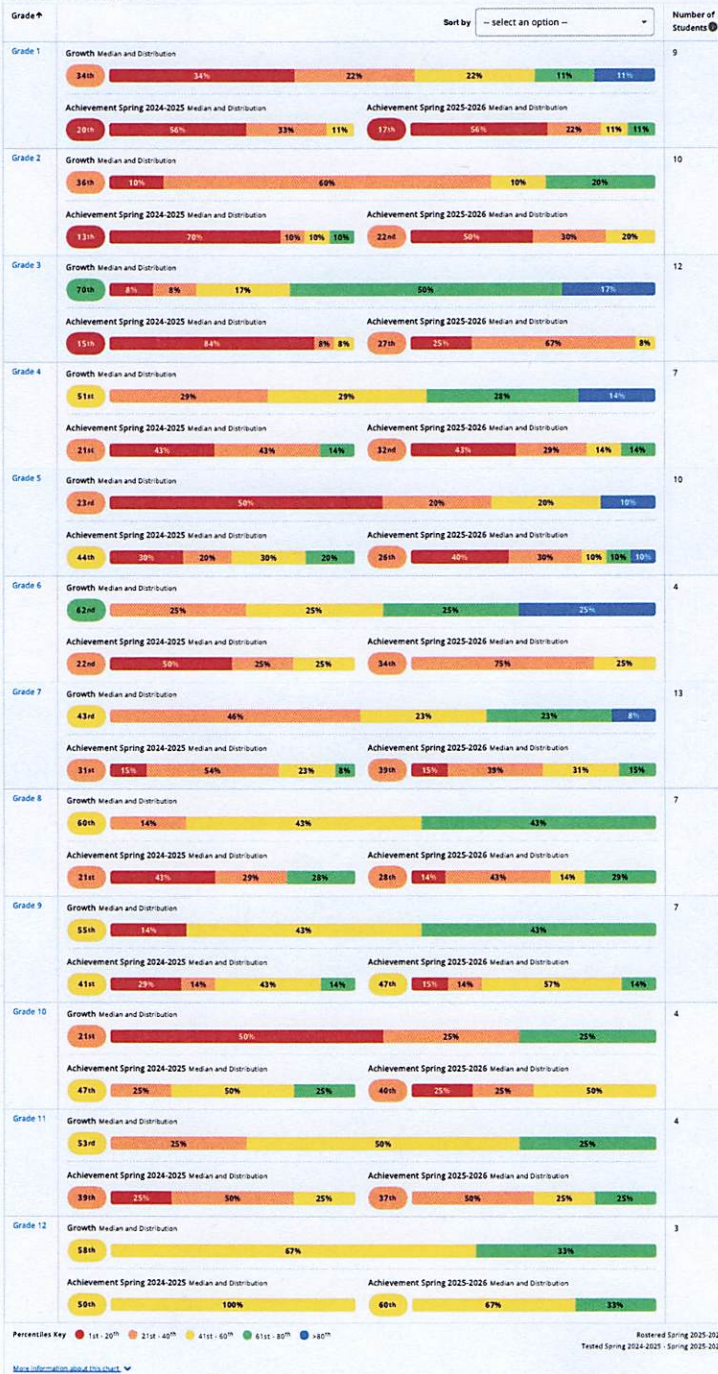
Apply Filters

Iditarod Area School District

District Profile
 Growth and Achievement Overview
 Iditarod Area School District | Reading



District Profile
 Growth And Achievement by Grade
 Iditarod Area School District | Reading



Food Service Department Report to the Board of Education

End-of-Year Student Food Survey Report (SY 2025–2026)

The Food Service Department conducted an end-of-year student food survey to gather feedback on breakfast and lunch offerings across our sites. The goal of this survey was to better understand student satisfaction, identify favorite menu items, and gather input for future menu planning. A total of **29 student responses** were received from the following sites: Nikolai, McGrath, Jeffrey Bader, Innoko, and David Louis Memorial.

Breakfast Satisfaction

Survey responses indicated that breakfast participation and satisfaction varies by site.

- 9 students reported they **agree** they feel satisfied after breakfast
- 1 student **strongly agrees**
- 8 students reported **neutral**
- 11 students indicated they **do not eat breakfast**

These responses suggest that while students who participate are generally satisfied, a significant number of students are skipping breakfast. Student comments indicate that some students are not hungry in the morning, while others would like additional variety.

Favorite breakfast items included:

- Biscuits and gravy
- Eggs
- Toast
- Cereal
- Bacon

Students requested more:

- Fresh fruit options
- Smoothies
- Oatmeal
- Waffles
- Greater variety overall

Lunch Satisfaction

Lunch satisfaction results were very positive overall:

- 15 students **agree** they feel satisfied after lunch

- 4 students **strongly agree**
- 9 students reported **neutral**
- 1 student reported not eating lunch

Students expressed that they enjoy the current lunch offerings and appreciate when familiar favorites are served.

Favorite lunch items included:

- Chicken and rice
- Egg rolls
- Pizza
- Fruit options
- Orange chicken

Students requested more:

- Soup options
- Fresh fruit
- Salad choices
- Smoothies
- Traditional/local foods (including moose)

General Feedback

Overall comments from students were positive. Many students expressed appreciation for the meals provided and indicated they especially enjoy meals that include fruit and familiar entrée options. A recurring theme across responses was interest in **more fresh fruit, smoothies, and variety** in both breakfast and lunch offerings.

Students also indicated that when they do not eat breakfast, it is often due to preference rather than dissatisfaction, which suggests that continued efforts to offer appealing and quick options may help improve participation.

Program Review and Planned Adjustments Over the Summer Break

Over the summer, I will be re-working the food service program to better accommodate site needs and improve efficiency while staying within budget. One focus will be supporting sites that do not currently have food service staff. These locations require simplified meal options that can be stored easily and served with minimal preparation.

Additionally, survey results indicate that a significant number of students do not participate in breakfast. Because of this, we will review the feasibility of scaling back the current breakfast program. A potential solution may be transitioning some sites, particularly those without staff, to

a **continental-style breakfast** that still maintains a budget-friendly solution. These options may include items such as fruit, yogurt, and other grab-and-go choices.

For sites without staff, Students will be encouraged to bring lunches from home most days as pre-packaged meals are not budget friendly to sustain for the entire school year. These foods will be available for students that do not have meals brought from home. I am exploring **budget-friendly pre-made lunch options** that are easy to store and serve. Preliminary ideas include frozen burritos, pre-made sandwiches, and other heat-and-serve items that reduce labor demands while still providing students with consistent meal access.

These adjustments will be evaluated carefully to ensure we continue meeting nutrition guidelines while improving participation, reducing waste, and supporting sites with limited staffing.

Superintendent Board Report – May 2026

Good Afternoon. Last day of school is May 15th. We have a lot to be proud of with our students.

CTE Opportunity for Grayling: This goes back away and exists outside of what IASD would normally interact with. Once upon a time, Grayling was connected with the Lower Yukon School District villages through Fish and Game partnerships. LYSD still recognizes those partnerships and has asked for Grayling to be a part of their CTE grants. They have also mentioned that they will begin looking for grant funding for our other villages, to get them into this also. LYSD uses Anchorage as their base for CTE. This opportunity would be more tech oriented (Drones, GPS, Tech-based CTE. Next year would be the training and small groups of students, with it going in full for year 2. We are trying to get our students as many opportunities as possible. This is mostly free.

Erate: Out Internet Contract is finishing up. Due May 15th. I may be getting ahold of you prior to then to make sure it has a recorded vote of approval.

Careers Trip: For the most part this went well. The students have to visit various parts of AK during the length of the grant. Next year will be the last year of it. This year was the SE. Students visited Juneau, Hoonah, Ketchikan, Gustavus, and rode the Ferry system. Many types of careers were interacted with. The students had a blast.

Moving into the Summer and 26-27:

District Admin. will meet before the end of May to plan out inservice, although it will mostly be the same setup as last year. We will catch new teachers coming into Anchorage and get them out to their villages. Inservice will at sites and over Zoom. It's an experienced staff at sites. We shouldn't need to reinvent the wheel – we will get them to sites and allow them the opportunity to get their schools ready for the opening day (Thursday August 13th).

Lastly – although most importantly – To our staff: Enjoy your summer. It has been well earned. We reconvene in August again, ready to get back to work. **“THANK-YOU EVERYBODY”**

If you have any questions, feel free to ask.

John

Top of the Kuskokwim School in Nikolai School Board Report, April, 2026

As of today, April 24, our enrollment stands at 11 students. We have been averaging 9-11 students everyday. The month of April began with AK Star testing. Testing went well without any major problems. By Wednesday, April 8, all AK Star, AK Science and MAP testing was complete including make-ups for students who missed the first day. An 11th grade student enrolled long distance with the IDLC was able to complete the four end-of-year MAP tests at the Top of the Kuskokwim campus.

Just as testing was finishing, we had another problem with the plumbing in the only two semi-functioning bathrooms backed-up. It seems there was a blockage somewhere outside of the school's reach to clear. We began allowing students close to school to take bathroom breaks during our regularly scheduled snack break every morning and at lunch time. Other students' parents came to provide transportation. We shortened the day and sent students home at 1:15 p.m. with appropriate homework so the students could be comfortable for the afternoon. Everyone worked together. District maintenance came the following week (April 13-16) and managed to clear the blockage. Our two bathrooms are now functioning. Starting Monday, we will return to regular school hours.

At the end of the first week of state testing the Nikolai Edzeno' Village Council held a three-day Hutnodinech, 2026 or Spring Carnival. Students, teachers and staff had a great time attending the lunch BBQs, the racing and survival game challenges and the final potlatch on Sunday, April 5th, at the school gym. Raffle prizes and game prizes were won and awarded. A huge thank you to Kristin Wills and Balassa Alexie (NEVC Administrators) among others who planned and presided over the event.

Due to weather conditions the annual "Fishing Lake Trip" scheduled for Friday, April 10 was postponed until Saturday, April 11. School families got together for a ski machine trip to a favorite ice-fishing spot near Nikolai. One father and son team "broke the trail." NEVC and school staff provided the food and supplies needed for the day. Other community members joined in for a day of successful ice fishing and outdoor fun. Three MS students, one teacher, and two staff members were in attendance. More would have gone but cold and flu viruses have affected our community.

Teachers and staff met on Friday, April 17, to plan for the last few weeks of school, in particular, the Fourth Quarter Family Literacy Night and the Awards & Promotion Ceremony. Dates and times have been set. All staff are working to prepare for literacy night and for the awards ceremony. Two students are being promoted: one Kindergartener to first grade and one eighth grader to ninth grade, the official start of high school.

School tee-shirts have been purchased in the school colors (silver and purple) with the school mascot (wolf.) The order has arrived at UPS in Anchorage. Now to track it down to get it to Nikolai. Plans are to distribute tee-shirts to all students and staff in order to wear them on designated days and establish a school pride day.

In the elementary classroom, progress monitoring using the Amplify mClass instrument continued on a weekly basis. Students are showing some ups and downs but are experiencing steady progress. End-of-year mClass testing was conducted the week of April 20th. Progress reports are forthcoming. We continue the partner reading schedule with the two paras involved in 15 minute sessions with students from grades 2 through 8 who need extra support in reading. This practice is paying off as the principal teacher is hearing improved fluency and prosody in oral reading among the elementary students. Studies show that students who read fluently comprehend readily and become confident learners.

April 22, 2026, is the 56th anniversary celebration of Earth Day. Elementary, MS and HS school students have been creating posters, mobiles, and other craft activities and projects to learn about conservation, reducing, reusing and recycling efforts to preserve our Mother Earth and to support the District SGA's efforts to "Go Green." MS/HS students are also working on the SGA Cookbook Project and a School Memory Book. TOTKS had their own "Picture Day" with the MS/HS teacher, Mr. Alvin Juanite serving as photographer.

Upcoming events scheduled are: Distribution of final report cards-Tuesday, May 12th; Family Literacy Night-Wednesday, May 13th; and the Awards and Promotion Ceremony-Thursday, May 14th.

Elise Barrett, Principal-Teacher

Takotna Community School

April 2026
Board Report

This month has flown by! The beginning of the month saw us finishing the AKSTAR, AK Science, and MAP testing. We successfully completed all of them within our time frame and we had no make-up testing!

We are presently working on our last lessons for the year. After the Science of Reading Conference during the first days of May, I will return to begin our year review with finals being on May 13. Our graduation will be held on Wednesday, May 13 at 4:00pm.

Our Senior, Kyla Martinez, will be taking her senior pictures tomorrow - one in her cap & gown, another in her black dress and then the others will be her "outdoor/casual" ones that we will shoot at the Airstrip. From these pictures, we will be creating her Graduation Ceremony Invitations, one of which will be mailed to the District Office.

Today, my husband, Doug Heath, was kind enough to plan and instruct a CTE class on Chain Saw maintenance! The students got to watch and then work independently showing what they learned! We are so thankful!

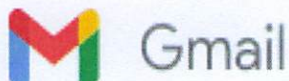
We will be attending the last JGA meeting this year on May 5. It has been quite a productive year for this group! I have enjoyed witnessing the growth in the students across the District.

As we know, school ends May 15. Our Elementary teacher, Mrs. Marita San, will be flying out on that day! We are certainly sad to see her go home for the summer, but we are thrilled she is returning next school year!

Here's to a fabulous and successful
2026-2027 school year!
Have an Amazing Summer! ♥

Yours Truly,
Dianne (Kate) Heath
Principal / Teacher





Ann Gilpatrick <anngilpatrick@iditarodsd.org>

Re: List of Graduates**Kyle Schneider** <kyleschneider@iditarodsd.org>

Tue, Apr 28, 2026 at 10:10 AM

To: Ann Gilpatrick <anngilpatrick@iditarodsd.org>

Cc: John Bruce <johnbruce@iditarodsd.org>

Fname	Lname	School Name	Graduation Date
Leanne	Deacon	Innoko River School	5/9
Peter	Deacon	David Louis Memorial School	5/13
Joseph	Dale	McGrath School	5/14
Gabriel	Curiel-Lopez	McGrath School	5/14
Kyla	Martinez	Takotna Community School	5/13
Noemi	Balderrama	Distance Learning/Corresp. Ctr.	5/14
Richard	Henson	Distance Learning/Corresp. Ctr.	5/13

Kyle Schneider

Student Information System Contractor

GSD Educational Services

Phone: 907-917-4149

On Apr 28, 2026, at 1:45 PM, John Bruce <johnbruce@iditarodsd.org> wrote:

Kyle,

Can you send Ann and I the updated list of all potential graduates today?

Thanks,

John

--

John Bruce

Superintendent

Iditarod Area School District

McGrath, AK 99627

EM: johnbruce@iditarodsd.org

PH: 907-621-8991

Regular Board Meeting

Tuesday, April 14, 2026 4:00 PM

Zoom, P.O. Box 90, McGrath, Alaska 99627

Attendance Taken at 4:05 PM.

Patience Clairmont: Absent

Alice Dale: Present

Nathan Elswick: Present

Doug Heath: Present

Ann Short: Absent

Robert Walker: Present

Kim Wortman: Absent

Patience Absent unex.

Attendance Update Taken at 4:51 PM.

Kim Wortman: Present

Patience Absent unex.

I. Call to Order
406

II. Roll Call

III. Mission Statement

IV. Introduction of Guests

V. Director Reports

Lisa summarized report Nathan asked Read about house proposed budget for schools etc, Lisa doesn't know if it will go through yet. Anvik Renovation budgets have those expenditures went through? We need to have prelim in place, will adjust later.

Technology: No questions

Registrar: No Questions

Counselor: No questions

Curriculum Support: Summarized report, its been busy with virtual site visits and inventory of book orders which we are limiting to help with costs.

More online materials. Testing is finished with state testing. No Questions

ECE: No Questions

Food Service: Nathan asked about hiring staff and

looking towards the tribes to assist.
 Maint: Tim and Matthew have been working on plumbing in nikolai. 2 toilets are working. Working on getting people to come out and work. Got a couple bites and going to work on getting the school cleaned up. Ali asked about McGrath School Gym. He's going to have to work on it a little bit more. Foundation is moving. not due to moisture.
 Supt: Summarized Report
 Bob Summarized grants ending Trails, Spend by Sept 30th, ECE Grant 3 year grant. Served a great purpose. Try to keep the program going for another year after the end of the grant. Each prek student counts as a .5 student, which means about \$20,000 per student. staffing funds will be cut when grant runs out unfortunately. Futures, haily's trip coming up is being funded by this. Holy Cross housing is waiting on ground to thaw and Electrical and water and sewage. Doug asked about state funding for the half a student, they are part of the count during count period. keep the student count at 10 for total enrollment.
 Casey: New program for sped documentation. Embrace instead of powerschool. It will take time starting over and learning. All records have been transfered. We will hopefully have a new sped teacher in graylilng next year. Sped team is finishing strong.
 Texas: We have just finished friday with state testing. Information will be available next month.

VI. Site Reports

VII. Recognition and Awards

VII.A. McGrath Recognitions

VIII. Communications to the Board

IX. Public Comment

X. Approval of Agenda

Approve agenda. This motion, made by Nathan Elswick and seconded by Kim Wortman, Carried.

Patience

Clairmo Absent

nt:

Alice Yea

Dale:

Nathan

Elswick Yea

:

Doug

Heath: Yea

Ann

Short: Absent

Robert

Walker: Yea

Kim

Wortma Yea

n:

Yea: 5, Nay: 0, Absent: 2

X.A. Agenda Modification

XI. Approval of Consent Agenda Items

Motion to approve 32, 34, 37 & 38. This motion,
made by Doug Heath and seconded by Kim

Wortman, Carried.

Patience

Clairmo Absent

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Alice

Dale: Yea

Nathan

Elswick Yea

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Doug

Heath: Yea

Ann

Short: Absent

Robert

Walker: Yea

Kim

Wortma Yea

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Yea: 5, Nay: 0, Absent: 2

XII. Old Business

XIII. New Business

XIII.A. 26-32 Career Counselor Contract

XIII.B. 26-33 CIP Anvik Project

Motion to approve. This motion, made by Kim Wortman and seconded by Doug Heath, Carried.

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XIII.C. 26-34 Director Contracts

XIII.D. 26-35 Request for New Contract

Motion to approve. This motion, made by Robert Walker and seconded by Doug Heath, Carried.

Pati Absent

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XIII.E. 26-36 Site Graduates

Motion to table until May 5th Meeting. This motion, made by Doug Heath and seconded by Nathan Elswick, Tabled.

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XIII.F. 26-37 SY 26-27 District Calendar

XIII.G. 26-38 ECE Handbooks

XIV. Discussion Agenda

XV. Final Items

XV.A. Future Agenda Items

Negotiated agreement
Graduations

XV.B. Next Meeting: May 12, 2026

Move to May 5th

XV.C. Board Comments

Doug: Thank you to everyone for their hard
work.

Robert: Thank you John for all your hard work,
Thank you to the teachers, and the board for
working so hard and diligently.

Kim: Thank you to everyone a lot of it goes
unnoticed I think everything has gone well

Nathan: Thank you to everyone for putting in
the work almost done with the school year.
Shout out to the Gash villages report from sonta
for the funds for activities.

Ali: Everythings been going good and thank you
john. Cold winter was hard.

XVI. Adjournment
5:21

Board Secretary

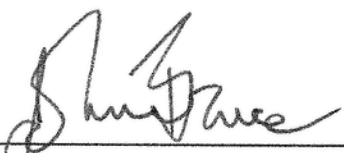
Iditarod Education Association

Iditarod Area School District

Negotiated Agreement

For

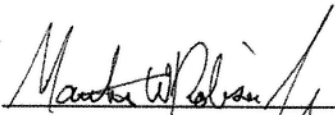
FY 2027, FY 2028, FY 2029
(Three Years)



John Bruce, Superintendent, Iditarod Area School District 4-28-2026
Date



Alice Dale, Board President, Iditarod Area School District 4-28-26
Date



Matthew Robinson, President, Iditarod Education Association 4-27-26
Date



Dana Drummonds, Vice President, Iditarod Education Association 4/27/26
Date

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I. Definitions

- A. Agreement - shall mean this negotiated agreement, its attachments and all provisions contained herein.
- B. Alaska Law - shall mean applicable Alaska statutes and applicable regulations of Alaska agencies having regulatory powers over operations of the District.
- C. Approved Coursework - shall mean coursework approved in writing by the Superintendent.
- D. Approved Institution - shall mean a college or university accredited by the Northwest Association of Schools and Colleges (or other equivalent regional accrediting association) or an institution approved by the Superintendent.
- E. Association - shall mean the Iditarod Education Association (IEA) which is composed of all certificated staff employed in a teaching position which requires a teaching certificate from the State of Alaska.
- F. Association President - shall mean the Association President listed in Article "E" or his or her designee.
- G. Board - shall mean the Iditarod Area School District Board.
- H. Day - shall mean calendar day excluding holidays, except as otherwise specified in the Agreement.
- I. Day on Duty - shall mean a day on regular pay status, i.e., a day of work, a paid holiday, or a day of compensated leave.
- J. Deliver or Delivery - shall mean hand delivery of documentation or deposit of same in the U.S. Post Office, registered or certified mail, postage pre-paid. The date of delivery shall mean the date of hand certified mail.
- K. District - shall mean the Iditarod Area School District.
- L. Party in Interest - shall mean the employee or employees filing a grievance, the Association, the District, any person, or persons required to take action relative to a grievance, and any person or persons upon whom action might be taken in resolving a grievance.
- M. Receive or Receipt - shall mean the receipt of hand-delivered documentation or of registered or certified mail. The date of receipt shall mean the date of the receipt of hand-delivered documentation or of registered or certified mail.

- N. Semester Hour - shall mean a semester hour of credit, or the quarter-hour equivalent thereto, awarded by an approved institution.
- O. Seniority - shall mean years of service as a teacher and shall be based on the day of the employee first day of contract employment within the District. Ties shall be broken by lot.
- P. Superintendent - shall mean the Superintendent of the Iditarod Area School District or his/her designee.
- Q. Teacher - shall mean any certificated staff member within the District, except the Superintendent and any other supervisory personnel appropriately placed outside the certificated bargaining unit. Certificated substitute teachers are members of the bargaining unit when employed for more than twenty (20) consecutive days or employed in a position that the District knows will require a substitute for more than twenty (20) days.
- R. Year of Service - shall mean a period of not less than the equivalent of one hundred forty (140) standard workdays on duty, served between July 1 and the following June 30, under contract in a position for which a valid standard teaching certificate is required. Such service shall be in a public (or in an approved or accredited non-public) elementary or secondary school in the United States (or outside the United States supported by funds of the United States government). Up to five (5) years of military service may be counted in the event that the military service interrupted teaching service in Alaska and the teacher immediately returned to teaching after military service.
- S. Year, School Year, and Work Year - shall mean that period beginning with the teacher's first day on duty and ending with the last day on duty falling between July 1 and the following June 30 except as otherwise may be specified in this Agreement.
- T. Workday - shall mean seven and one half (7.5) hours.

II. Recognition

The Board recognizes the Iditarod Education Association as the exclusive bargaining agent for the District's teachers.

III. Conformity to Law

If any article or part of this Agreement is held to be contrary to law by a court of competent jurisdiction, or if compliance with or enforcement of any article or part should be restrained by such court, the remainder of the Agreement shall not be affected thereby and the parties shall enter into negotiations with twenty (20) working days of notice by one party to the other for the purpose of arriving at a remedy for the contrary article or

part consistent to the greatest extent possible with the intent of the original article or part.

IV. Agreement Terms and Conditions

- A. The parties mutually agree that the terms and conditions of this contract represent agreement between the parties hereto. This Agreement may be altered, changed, added to, deleted from, or modified only through negotiations. This agreement shall be incorporated by reference into the employee's individual employment contract and shall prevail in the event of conflict between the two.
- B. This agreement shall remain in effect until June 30, 2029. In the event neither party initiates negotiations per Article VI, (Negotiations), this Agreement shall be extended.
- C. Within one month of the day of ratification by both parties of this Agreement the District will post a copy on its web site. The district shall maintain a signed copy of this agreement and provide a signed copy to the Association.

V. Code of Ethics

The Iditarod Education Association and the Iditarod Area School District will jointly produce and provide each teacher with a copy of the PTPC Code of Ethics (Paper or electronic).

VI. Negotiations Procedures

- A. Inaugurating Negotiations
 - 1. Intent to Negotiate

Either party may initiate negotiations by written notice of intent to negotiate postmarked after December 10th of the school year in which the contract is due to expire.
 - 2. Initial Meeting

By February 10th, the parties shall establish a satisfactory time and place for the first meeting between the respective negotiating teams. At the initial meeting the parties shall reach agreement on ground rules governing the negotiation.

B. Reporting

When the participants reach tentative agreement on the total negotiation's proposal, the ratified tentative agreement shall be prepared and presented in writing to the Board and posted on the district website. Each entity shall act on ratification at their next meeting. There is the intent that if a meeting cannot be held that a phone poll may be taken to determine if there is support from the Board and teachers to ratify the agreement at the next meeting.

C. Impasse Resolution

If no agreement is reached despite the best efforts of the negotiation teams, then advisory mediation and arbitration may be initiated by either party by declaring an impasse.

VII. Equitable Treatment

- A. A teacher may at his/her request have a representative of the Association present when he/she is being questioned about a matter which may lead to discipline or when he/she is being disciplined. The teacher must be appraised of his/her right to request the presence of an Association representative. When a request for representation in the above circumstances is made, no action shall be taken with respect to the teacher without the presence of an Association representative. The teacher will be provided not less than twenty-four (24) hours to secure representation.
- B. All teachers will be treated in a manner that respects their professional viewpoints and values freedom of expression of those viewpoints without fear of reprimand.

VIII. Employee Professional Development Plan

All Teachers are encouraged to create professional development plans.

IX. Personnel files

- A. Permanent personnel files shall be maintained by the Business/Personnel Office/ Superintendent. The personnel file is confidential, and no person may inspect the teacher's file except the teacher, the teacher's designated representative, the teacher's supervisor, the superintendent, and the personnel department supervisor. The permanent personnel file shall be the only official depository of information relating to an employee's employment. The teacher or his/her designee may inspect the file upon request. Upon request, a teacher shall be provided a copy of his/her Official Personnel File (OPF). A log shall be maintained for each personnel file recording when and by whom the file is inspected.

- B. Material which is derogatory regarding a teacher's conduct, service, character, or personality shall not be placed in his/her file unless the teacher has had an opportunity to read such material. The teacher shall acknowledge that he/she has read such material by affixing his/her signature to the actual copy to be filed. Such signature does not necessarily indicate agreement with the content of the material. If the teacher refuses to sign the statement, the principal or supervisor shall so note and send the statement to the Superintendent for filing and provide a copy to the teacher. A teacher shall have the right to respond to any material filed, and his/her response shall become a part of the permanent personnel file. Any material that is found by the grievance procedure to be inaccurate shall be removed from their personnel file.

X. Association Representation at Board Meetings

- A. The Association President may designate a representative to serve as liaison to the School Board.
- B. The Superintendent shall provide the Association with a complete agenda, information packet, and minutes. They shall be delivered, via Board Book and emailed to the Association President.
- C. The Association will be granted a place on the Board Agenda through a standing agenda item under Reports. The Association shall direct any correspondence regarding agenda items, and items to be added to the agenda, to the Superintendent and/ or the Board Chairperson in compliance with the Open Meetings Act.
- D. The Superintendent shall grant, with prior approval, administrative leave to the Association representative selected to attend Board meetings. If necessary, the Association will pay their travel-related costs.

XI. Extra Duty Compensation

- A. The School Board and the Association recognize that, as professionals, school staff perform duties beyond the regular school day. The School Board agrees to offer extra duty pay for athletics and activities performed outside of the teacher's regular assignment according to the schedule below. Extra duty assignments shall be voluntarily assumed, and efforts shall be made to equitably distribute such assignments. The School Board must approve and authorize all extra duty stipends.
- B. When a master teacher agrees to be a mentor to a new staff member, the School Board will offer extra duty pay in the amount of \$500 per year for ten (10) hours of work.

- C. An extra-duty contract will be offered as an addendum to any employee's regular contract. Within fifteen (15) days of accepting the assignment of an extra duty, the teacher shall be given a written confirmation of the assignment and confirm the compensation. An employee may elect to take compensation in lump sum payment following the activity. Compensation will be paid when the proper documentation is submitted to the administration.
- D. Community members who are coaches will be paid at the same rate as certified staff members.
- E. Stipends will be paid as follows:

<u>Activity</u>	<u>Stipend Amount</u>
District-Wide/Varsity Sport	\$1,250
Site-Based/Intramural Sport	\$250
District-Wide Activity Coordinator (Battle of the Books, EXCEL Alaska, Student Government, etc.)	\$1,000
Site-Based Activity Sponsor (Student Government, Cultural Arts, etc.)	\$500
Site Based Activity Sponsor Battle of the Books	\$100
Site Based After School Activities	\$500

- F. Coaches and Sponsors, when traveling in conjunction with fulfilling their added duty responsibilities, shall be paid at the District's established (meals) per diem rate (\$50.00).

XII. Management Responsibility

The School Board expressly retains all its rights, powers, and duties to govern and manage the District except as specifically may be limited or abridged by this Agreement or the Public Employment Relations Act.

XIII. Grievance Procedure

A. Definitions

1. A grievance is a claim of an alleged violation, by the District, of the terms of this Agreement.
2. A grievant is the teacher or group of teachers or the Association making the claim.
3. A party in interest is the grievant, any person or persons who might be required to act or against whom action might be taken to resolve the claim, witnesses, or representatives.

B. Purpose

The purpose of this procedure is to secure at the lowest possible administrative level an equitable solution to the problems which may arise affecting the welfare or working conditions of teachers. Confidentiality will be observed by both parties.

C. Procedures

Grievances shall be processed as rapidly as possible. All grievance hearings shall be closed to outside parties unless by mutual agreement.

Level One:

A grievant may initiate the procedure by filing a written statement of grievance, citing the relevant provisions of the Agreement, with the person at the lowest administrative level with authority to decide the grievance. A meeting will be held at a mutually acceptable time to discuss the grievance within five (5) days of the receipt of the written statement. The immediate supervisor shall respond in writing with reasons for his/her decision within five (5) days of the meeting. If the grievance is unresolved, the grievance may be appealed to Level Two.

Level Two:

The written grievance may be advanced to Level Two, by certified mail or by email, to the District Superintendent within 15 working days of the receipt of response of the Level One. The Superintendent shall conduct a hearing within ten (10) days of receipt of the appeal at a mutually agreeable time and place. At this hearing, the Superintendent shall hear facts, evidence, and the arguments of the representative of the decision-maker and of the grievant. If the Superintendent is

the decision-maker at the hearing, he/she shall present the facts, evidence and argument supporting the decision made, as well as listening to the presentation of the grievant. A written decision must be made within five (5) days from the date of the hearing. If unresolved, the grievant may appeal at Level Three.

Level Three:

The written grievance may be advanced to Level Three by certified mail or by email to the District requesting arbitration within 15 working days of the receipt of the response of the Level Two. The Association or their representative may submit a written grievance by certified mail or by email, to arbitration. The arbitrator will be selected from the list of arbitrators supplied by the American Arbitration Association (AAA). He/she shall be selected using the procedures of the AAA. The arbitrator shall render his/her written decision within thirty (30) days. Should the arbitrator be unable to meet the thirty (30) day timeframe, the parties shall consider extending the time allowed.

The Alaska Uniform Arbitration Act (**Chapter 43, Title 9, Alaska Statutes**) is incorporated into this article by reference.

D. Miscellaneous Provisions

1. At any level, the grievant may present appropriate witnesses and/or documents and have an Association representative present.
2. All information pertinent to a grievance within the possession or control of the Board or administration shall be made available to the grievant or the grievant representative.
3. When a grievance meeting or hearing is scheduled during a workday or at such a time requiring the grievant and one Association representative to be absent from work because of travel requirements and/or meeting times, administrative leave shall be provided to enable full participation in the meeting or hearing.
4. Any forms, decisions, or documentation related to a grievance shall be filed separately from the employee's personnel file.
5. All decisions shall be in writing and shall be delivered to the Association representative and the grievant. The decision shall set forth the reasons for the conclusion reached.

6. Should the written decision not be given to the grievant within the time limits provided at each level, the grievance may be appealed to the next level.
7. The grievant may choose to represent him/herself in grievance proceedings.
8. The District shall send a copy of decisions to the Association president. The Association president or designee may choose to attend any or all grievance meetings or hearings.
9. No grievant or other participant of a grievance proceeding shall suffer any reprisals because of such participation.
10. Parties shall pay for their own witness and representative costs. They will share the cost of the arbitrator equally.
11. If there is a dispute regarding whether an issue is subject to the grievance or arbitration process, it shall be heard by the arbitrator selected to hear the grievance. The arbitrator shall rule first on whether the issue is subject to the grievance or arbitration process.
12. All timelines may be extended by mutual agreement.

XIV. Evaluation

The IASD School Board will develop a teacher evaluation plan. Teacher evaluations shall comply with the evaluation plan. The evaluation plan document will be available to all teachers.

XV. Notification of Non-Renewal

The School Board agrees to notify teachers by certified mail or email regarding the non-renewal of their contracts no later than April 30. The contract renewal may be extended by mutual agreement.

XVI. Reduction in Force

Reductions in force shall be in accordance with AS 14.20.177.

XVII. Discipline

No Teacher shall be reprimanded, disciplined, or discharged without just cause.

XVIII. Assignment/Reassignment

A. Assignment

The Superintendent shall assign the teacher's duties and work location so that, in the Superintendent's judgment, the best interests of the educational program may be served. Assignment decisions shall not be made in an arbitrary or capricious manner. Assignments shall be delivered to the new teacher no later than two weeks before the first contract day, and to returning teachers no later than the last day of school for the ensuing year.

B. Reassignment

The Superintendent may reassign the teacher's duties and/or work location so that, in the Superintendent's judgment, the best interests of the educational program may be served. Reassignment decisions shall not be made in an arbitrary or capricious manner.

1. Voluntary Reassignment

The Superintendent shall give consideration to the written request of the teacher to be reassigned to a specific vacant teaching position for the next school year based on a number of factors including but not limited to the teacher's expertise and experience, educational needs of the students, staff and community compatibility, housing needs and seniority if all other things are equal.

2. Involuntary Reassignment

Whenever practicable, the teacher shall be given not less than the (10) days prior notice of a reassignment to another community. A teaching couple shall not be assigned or reassigned involuntarily to a work location in a community different from that of the other person.

The District shall seek voluntary transfers first.

When an involuntary reassignment of location is made during the school year, the teacher shall be granted upon request up to five (5) days of compensated leave to put personal affairs in order and to move. Per AS 14.20.148, when a teacher who is involuntarily reassigned to another location within the District, the District will pay for the teacher's moving expenses.

Instead of taking involuntary reassignment, a teacher may request an uncompensated leave for the remainder of the current contract year.

XIX. Academic Freedom

- A. It is the intent of both parties to assure that teachers enjoy academic freedom in the District. The teacher shall have the freedom to plan, develop, and implement teaching techniques and methodologies and to present content and materials which are appropriate to the subject, grade, and level taught within the approved curriculum.

Academic freedom shall also mean that teachers shall be entitled to freedom of discussion within the classroom of all matters which are relevant to the subject matter under study, assuming that all facts concerning controversial issues shall be presented in a scholarly and objective manner and assuming that all discussion shall be pedagogically justifiable and be subject to local standards of good taste.

- B. It is recognized that academic freedom is subject to such parameters as established by law, Department of Education regulations, Alaska Teaching Standards, the Code of Ethics of the Professional Teaching Practices Commission, the School Board, and the Administration.

XX. Leaves

- A. Association Leave

Twenty-four (24) days of compensated leave shall be granted to the Association. The Association President authorizes the use of this leave and shall provide written notice of that authorization to the Superintendent.

- B. Civic Leave

1. If an employee is elected to one or the other of the State houses of the Legislature, that employee will be entitled to leave without pay for those periods during which the State of Alaska Legislature is in session, subject to the provisions of 14.20.345.
2. If an employee is appointed or elected to any board or Commission of the State, he/she may be granted compensated leave when meetings and travel require time during the workday.

- C. Disability Leave

1. A teacher with the District may be granted a leave of absence for

temporary disability reasons upon the recommendation of the teacher's physician. The teacher may return to work after the termination of temporary disability or may take a leave of absence for the remainder of the school year. The leave may be extended upon request by the teacher subject to Board approval.

2. The disability leave will not take effect until the teacher's accumulated sick leave, eligible sick leave bank days, and personal leave have been depleted. This is leave without pay.

D. Legal Leave

A teacher called for jury duty or subpoenaed to give testimony before any judicial body or administrative tribunal to which the teacher is not a party or determined to be a victim in a court or arbitration hearing shall receive full compensation at the daily rate. Any fee received will be remitted to the District.

E. Other Leave

Upon written application stating the reasons for the requested leave, the Superintendent may grant compensated leave in addition to that specified in this article above.

F. Sabbatical

1. Upon written request, the Superintendent, subject to School Board approval, may grant the teacher with seven (7) or more consecutive years of District service a sabbatical leave for all or part of a school year.
2. The Board shall consider each application on its merits and shall grant sabbaticals, taking into consideration the potential contribution of the individual to the District's goals and fiscal constraints of the District for the upcoming fiscal year. If granted, the Board shall provide.
 - a. A stipend of one half (1/2) the certified base salary shall be awarded and based on the number of days of approved sabbatical leave.
 - b. Pay the retirement contribution to the TRS or Defined Contribution Plan of the individual during the period of the sabbatical.
 - c. The teacher may choose to have their district-paid health and life insurance coverage by paying half of the costs.

G. Sick Leave

1. Accrual

- a. The teacher shall accrue sick leave at the rate of one and one third (1 1/3) days per calendar month, or major fraction thereof, of actual service. Accumulation shall be year to year without limit. The eligible accumulated sick leave of current Alaska teachers is transferred to the District with the employee. Teachers must request verification be sent to the District from their former employer.
- b. Since sick leave is credited at the beginning of the school year, upon cessation of employment before the end of the school year, the number of sick leave days in excess of days actually earned will be deducted from the teacher's final paycheck.

2. Use

- a. Upon as much notice to the supervisor as is possible, the teacher may use accrued sick leave for the teacher's personal injury, illness, the diagnosis of such illness, pregnancy, and birth or to attend to the welfare of the teacher's immediate family.
- b. Sick leave shall be utilized only for illness or injury of the teacher and pregnancy or birth, or for the teacher's immediate family. For purposes of this paragraph, "immediate family" shall be defined as the teacher's child, spouse, parent, and those individuals in an exclusive, financially interdependent, spousal equivalent, relationship with a teacher. The term "child" includes the teacher's biological, adopted, or foster child, stepchild, or legal ward, and the teacher's minor child not residing in the teacher's household.
- c. A non-birth parent may use accrued sick leave for the birth or adoption of their child.

3. Emergency Leave

- a. Upon as much notice to the supervisor as possible, the teacher may use accrued sick leave to attend to the serious injury or serious illness of a person in the teacher's immediate family.
- b. A teacher may use accrued sick leave, up to ten (10) days per year,

for the death of a person in the teacher's immediate family. Extensions of this time may be granted upon verification of extenuating circumstances. Immediate family shall include a teacher's spouse, child, son-in-law, daughter-in-law, parent, father-in-law, mother-in-law, brother, sister, grandfather, grandmother, grandchild, uncle, aunt, niece, nephew, or any member of the household. Upon return to work after emergency sick leave, employees shall complete and sign a form stating the reason for the absence.

H. Sick Leave Bank

1. Bank

The Board shall cooperate in the maintenance of a voluntary sick leave bank for all certificated employees (AS 14.14.105). Each certificated employee may elect to join the sick leave bank by contributing one (1) day of non-refundable sick leave by the end of the fourth_payroll period of employment of any contract year. For a certificated employee to make use of the sick leave bank, a certificated employee must have elected to join the sick leave bank. Membership in the bank is continuing without further contribution except as proved below. Bank membership shall terminate upon written notice or the Superintendent or termination of employment.

2. Withdrawal

- a. Sick leave may be withdrawn from the bank for the teacher's illness and to attend to the welfare of the teacher's immediate family.
- b. A request for withdrawal of sick leave days must be accompanied by a physician's written statement indicating the necessity and expected duration of the leave.
- c. No days may be withdrawn from the bank until the teacher has exhausted his/her personal leave the personal sick leave and has been on leave without pay for five (5) consecutive days. The sick leave bank days will be retroactive to the first day of leave without pay.

- d. A teacher may withdraw not more than twenty-four (24) days or twice the number of sick leave days he/she has at the beginning of the school year, whichever is greater.
- e. The member withdrawing and using days from the bank shall not be required to repay the bank for the days withdrawn and used except as a regular contributing member of the bank as provided in section 3b below.
- f. Non-bargaining unit members of the bank will be limited to withdrawing the number of days equal to their year of employment with the District multiplied by a factor of one (1).

3. Bank Balance

- a. The balance of days in the sick leave bank, as of the effective date of this Agreement, shall be the beginning balance for the sick leave bank to be administered pursuant to this Agreement.
- b. If during the school year the sick leave bank becomes depleted, each bank member shall, on the date that the bank becomes depleted, contribute one (1) day of accrued sick leave up to a maximum of three (3) additional days per member during any work year. Should the member not have a day of accrued sick leave to contribute on the date the bank becomes depleted, the member shall contribute the first day of sick leave he/she has available. The member who meets the requirements to withdraw days from the bank as provided below shall continue to be eligible to withdraw days and shall contribute the first days of sick leave next accrued as provided above. Teachers may voluntarily contribute to the sick leave bank at any time. The sick leave bank balance shall not exceed 400 days. Should a balance of 400 days be achieved, no further sick leave deductions will be taken from members' accrued sick leave.

4. Bank Activity

The sick leave bank shall be administered by the District and the Association in accordance with this Article. Not later than June 30 of each year the Superintendent shall provide the Association President with an annual report of sick leave bank activity including but not necessarily limited to the beginning and ending balances, membership roster, number of days contributed by member, and number of days withdrawn and used

by members. Upon request, the Association President may review the records of the sick leave bank during regular office hours.

I. Personal Leave

1. Accrual

The teacher shall accrue personal leave at the rate of five (5) days for the contract year. Unused personal leave shall accumulate from year to year up to a maximum of ten (10) days at the end of any work year. On the first day on duty for the contract year, the teacher shall be pre-credited with the anticipated number of days to be accrued by the end of the year. In the event that the teacher used more days than are actually accrued by the end of the contract year, the excess days shall be deducted from the teacher's final paycheck for the work year.

Unused personal leave will be paid at the daily rate.

2. Use

Upon not less than seven (7) days prior notice to the supervisor, the teacher may use accrued personal leave to attend to personal or family business that cannot be attended to outside of working hours and for the teacher's illness or injury upon the exhaustion of compensated sick leave. In the event of unforeseen or emergency circumstances this prior notice provision shall be waived. Should a shortage of staff at a site occur due to the personal leave taken, the Supervisor may request that the teacher postpone the personal leave.

If the teacher requests using five consecutive days of personal leave (for example, Monday through Friday), the teacher must give fourteen (14) days prior notice to the Superintendent.

No personal leave may be used during the first five (5) working days of the school year, the last five (5) working days of the school year, during in-service, or before or after Christmas Break as stated in the District calendar published at the beginning of the year, unless the Superintendent deems extenuating circumstances to exist. This provision will not prevent a teacher who has exhausted their Sick Leave from accessing the Sick Leave Bank.

J. Professional Development Leave

1. Board agrees to provide administrative leave for the teacher to attend an in-state conference or visitation consistent with his/her professional development plan upon approval of the Superintendent.
2. The Board agrees to provide administrative leave for the purpose of an out-of-state conference consistent with his/her professional development plan upon approval of the Superintendent.

K. Leave Rights

1. The District shall act upon a request for non-compensated leave in a timely manner and shall notify the teacher in writing promptly after a decision has been made. In the event of a denial of leave, the District shall confer with the teacher upon request.
2. A non-compensated leave shall not be considered a break in service as may be provided under Alaska law or for the purpose of retaining accrued leave, tenure, or any seniority benefits as may be provided under this Agreement except, however, nothing contained herein may be construed to conflict with the provisions of **AS 14.20.345** or any other Alaska law.
3. The teacher's District-paid insurance benefits as provided under Article XVII expire the last days of the month following a non-compensated leave period of more than twenty-one (21) consecutive working days. However, the teacher shall be allowed to purchase the District's group medical coverage as provided under the Consolidated Omnibus Budget Reconciliation Act (COBRA) of 1985. Payment shall begin for the month which follows the month during which the 21st day of non-compensated leave occurs.
4. The teacher on approved leave who returns before the end of the current contract year shall be entitled to return to the same site as he/she was assigned prior to the leave. The teacher on approved leave who intends to return for the next contract year shall be entitled to some job in the District.

L. Non-Compensated Leave, Long Term

Upon written request, the Superintendent may grant the tenured teacher a non-compensated leave of absence for either one or both semesters of a school year.

M. Non-Compensated Leave, Short Term

Upon written request, the Superintendent may grant non-compensated personal leave for any purpose and for any period less than a full semester and not extending beyond the end of the current work year.

N. Administrative Time

Administrative time for Special Education teachers with full-time teaching duties will be freed from classroom duties for 2 days per month so they may fulfill their special education responsibilities.

XXI. Teacher Exchange

- A. The teacher may apply to the Superintendent for approval to initiate an exchange in an international, inter-state, or intra-state teacher exchange program. For the District teacher on exchange, his/her exchange time will be considered as regular, uninterrupted service to the District. The teacher shall receive health insurance benefits to which he/she would be entitled if not on exchange.
- B. If two District teachers wish to exchange teaching positions for one year, and they each are certified to fill the other's teaching position, they may apply to the Superintendent to make the exchange. At the end of the year's exchange, each teacher may apply to the Superintendent to return to his/her original teaching position with no loss of rights or benefits.

XXII. Travel Day

- A. When a teacher is on District authorized business and is delayed by transportation difficulties beyond his/her control, time absent from the job will be charged to administrative leave.
- B. When a teacher on personal business is delayed by transportation difficulties beyond his/her control, no disciplinary action may be taken, and time absent from the job will be charged to personal leave then leave without pay. If District work is available, the teacher shall be assigned the work and shall be on work status.

XXIII. Salary Schedule

- A. The teachers' salary schedule is attached (Attachment A). No more than ten (10) years total teaching experience will count for placement. The placement on the salary scale for teachers employed by IASD during the 25-26 school year shall be adjusted accordingly upon acceptance of this agreement. No one shall lose credited years of

experience with IASD due to this adjustment.

- B. All courses taken for movement across the schedule must have approval by the Superintendent. It is understood that if the District offers a course approval is inherent, but it remains the responsibility of the teacher to provide certified transcripts to the business office. All transcripts must be filed with Personnel and Payroll prior to October 1st to be effective in the current school year.
- C. A \$1,000 payment shall be made to each teacher annually, in lieu of a vertical step advancement, who is no longer eligible for step advancement and is at the MA+0/BA+54 step or higher in their educational lane on the salary schedule. Teachers hired after July 1, 2016, with no previous teaching experience will only qualify for this stipend after they have obtained a master's degree.

XXIV. Payment Options for Salary Schedule

- A. The Teacher's annual salary shall be paid in equal semi-monthly installments of the 15th and last working day of each month. The first paycheck will begin on August 15th.

The Teacher shall be automatically enrolled in the standard twenty-four (24) installment payroll schedule for each work year. A teacher may elect to receive salary in twenty (20) equal installments by submitting a written request to the Superintendent no later than August 1.

Teachers choosing either a twenty (20) installment option or a twenty-four (24) installment option will be guaranteed the same coverage for health and life insurance, as provided under this Agreement.

Such election shall be made in writing, received by the Superintendent on or before the teacher's first day on duty of the work year, and shall remain in effect from year to year unless revoked in writing and received by the Superintendent on or before the teacher's first day on duty of a subsequent year.

Paychecks must be postmarked on or before paydays of the 15th and the last working day of the month. If payday falls on a holiday, In-service day, weekend, or vacation day, the payday will be moved to the preceding workday.

- B. Teachers shall have paychecks automatically deposited in any financial institution by notifying the payroll office in writing. Such automatic deposit shall begin with the next paycheck after the payroll office has been notified.
- C. In the event that an error (computational or clerical) is made, a salary adjustment shall occur. The adjustment shall be retroactive but will not extend into the previous year. If only one paycheck is affected, the adjustment shall be made in a lump sum in the next paycheck. In case of a large error every attempt will be made

to work with the teacher to ameliorate the consequences. If more than one paycheck is affected, the adjustment shall be pro-rated on the remaining installments payable for the work year, or within thirty (30) days if there are no remaining installments.

XXV. Standard Teacher Contract

- A. Standard Teacher's contract shall consist of 188 days for returning teachers and 190 days for teachers new to the District. This will include 180 days in session and three (3) workdays, and five (5) paid school holidays. Teachers within the District shall work thirty-seven and one half (37.5) hours per week.
- B. All teachers directly involved in classroom instruction shall have, where practical, the equivalent of at least fifty-five (55) minutes of preparation time in uninterrupted segments no smaller than twenty-five (25) minutes each school day. Preparation time shall not be assigned to other duties without the consent of the teacher. In addition, teachers may also use time during which their classes are receiving instruction from various certificated personnel for preparation time.
- C. Discretionary Work
 - 1. The teacher shall not normally be assigned to other duties other than what is listed in the Teacher Contract; however the teacher reserves the right to volunteer for duties outside the Teacher Contract and/or during the teacher's preparation period from time-to-time for compelling reasons affecting the welfare of the students or for exigencies affecting the operation of the school.
 - 2. A teacher who performs discretionary work under this section shall be paid at the classified hourly rate. The teacher must record the time worked on a timesheet.
 - 3. Nothing in this section requires a teacher to give up a preparation period or to work outside the contract day.
 - 4. This section shall not be used to replace any open positions.
 - 5. Discretionary work and contracted work, other than the teacher's preparation period, shall not be claimed concurrently.
- D. Parent-Teacher Conference Outside the Contract Workday

When a teacher is required to work outside the contracted day for Parent-Teacher Conferences, the teacher shall receive an equal amount of release time on a later contract day, as scheduling permits. The teacher and district administrator shall mutually agree on the date and time of the release time.

XXVI. Administrative Personnel

- A. Duties: The Principal/Teachers will be paid for fulfilling the duties of Principal/Teacher.
- B. The Superintendent shall in his/her discretion assign the duties of Principal/Teacher. Additional pay will be given to reflect the responsibilities of teachers with principal duties. Pay will be determined as follows:
 - 1. Teachers with principal responsibilities will receive additional annual compensation in the amount of \$14,000. This pay will be prorated if a teacher is contracted as a Principal/Teacher for a term less than a full school year, or if the teacher is no longer in the position to perform the duties of Principal/Teacher.
 - 2. Four additional days of work shall be scheduled at the Superintendent's discretion. Compensation for these additional workdays is included in the \$14,000 mentioned above. By June 30th of each year, the Superintendent will notify teachers with principal duties of the specific dates for these four days. Notification will be via e-mail. If a teacher with principal duties is hired after June 30th, he/she will be informed of these dates at the time of hire.
 - 3. Teachers who fill in as principal shall receive an additional \$50 for each day.

XXVII. Association Dues Deduction

- A. The Board shall, upon receipt of written authorization signed by the teacher, deduct in twelve (12) payments the annual Association dues. Deductions will begin with the last paycheck in September. Deductions for dues for teachers employed after the commencement of the school year shall be appropriately pro-rated to complete payments by June 1st. The amount deducted each pay period shall be remitted to the Association Treasurer.

- B. It is further agreed by and between the District and the Association that such authorization for deduction of dues shall continue in full force and effective until the teacher terminates employment or submits a written request to the Association President for revocation of such authorization, provided such request occurs between September 1 and September 30. Should a teacher terminate employment before the end of the contract year the remaining dues shall be deducted from the teacher's final paycheck and remitted to the Association Treasurer.

XXVIII. Insurance

A. Self-Insurance Program

1. The District accepts full liability for the implementation of the insurance coverage negotiated with the teachers. The District will assist teachers experiencing difficulties with claims and other insurance matters.
2. The District shall provide medical, eye, audio, and dental insurance for each teacher, and the teacher's spouse and dependents. Domestic Partners will be covered. A new teacher becomes enrolled in the group insurance plan on the first day of the month following employment. In the case of a teaching couple, each teacher shall receive the benefits of medical insurance.

The District will make reasonable efforts to maintain the FY 20 health coverage and benefits at no additional cost to the teachers. If the Iditarod Area School District is required to make changes to health coverage and benefits, the teachers will be consulted on alternative options.

Teachers have the option to opt out of the health insurance program. In return for doing so, the teacher will receive \$5000 in the second paycheck of August. Teachers will be required to demonstrate that they have minimal health insurance as required by federal law. In the event that a teacher leaves the district prior to completing a contract year, the amount will be prorated based upon days worked. Any opt out savings (premiums that would have been paid minus the \$5000 payout) will be directed to the General Fund.

Any proposed change will be reviewed by the joint IEA and IASD Insurance Committee prior to implementation.

3. The District shall provide employees with an optional Section 125 Flexible Spending Account (FSA) for its teachers.
4. Emergency medical travel expenses by certified employees will be reimbursed by the insurance program when certification of medical necessity signed by a qualified healthcare provider, or a doctor is presented. Emergency medical travel is defined as medical treatment that requires immediate attention not available on site.
5. The District will purchase medevac/emergency flight insurance coverage for each bargaining unit member.
6. A joint IEA and IASD Insurance Committee will be formed each year by January 15th to research and present all findings concerning health insurance carrier(s) and plan(s). (Health, life and accidental death and dismemberment). The committee will make recommendations to the District on the District's insurance coverage.

B. Life Insurance

1. The Board agrees to provide \$50,000.00 life insurance for each teacher employed by the District enrolled in the health insurance plan. Every teacher will be given the option of purchasing supplemental life insurance at his/her expense.
2. The District shall provide each teacher enrolled in the health insurance plan \$50,000.00 of accidental death and dismemberment insurance. Every teacher will be given the option of purchasing supplemental accidental death and dismemberment insurance at his/her expense, if available.

XXIX. Assault and Personal Injury

- A. The Superintendent will inform all employees of the proper authorities to notify in case of assault or threat to life or property.
- B. In case of assault or threat upon a teacher and/or his/her family or property, the employee will file a formal complaint to the proper authority and notify his/her immediate supervisor.
- C. The Superintendent may grant administration leave to remove an individual in the event of assault or serious threat to life or property.
- D. The Superintendent will assist in any action to ensure that the health and welfare of the employee is protected and will monitor the conditions of the teacher's work

upon his/her return to ensure a program of administrative support for the teacher.

XXX. Hazardous and Unsafe Conditions

The IASD will make reasonable provisions for the safety and health of its employee during the hours of their employment. It is understood that there is a mutual obligation on the parts of management and employees to promote a safe workplace.

XXXI. Use of District Equipment and Facilities

- A. The teacher shall be provided appropriate supplies, technology, and access to a teacher workroom.
- B. The Association may use designated District equipment and facilities at reasonable times outside the teacher workday upon approval of the building administrator. The Association shall be responsible for the reasonable care and security of District property and shall promptly reimburse the District for materials used, for any extra custodial services required, and for any loss or damage of District property attributable to its use by the Association.
- C. The Association may post materials on designated bulletin boards and may distribute materials in teacher mailboxes. The District shall not be responsible for the loss or damage of Association materials posted or distributed under the provisions of this section.

XXXII. Cost of Living Adjustment

By September 30th of each year or within thirty (30) days of initial hire, whichever is later, the District will provide each teacher with a stipend to defray the cost of living as follows:

- 1. \$1500.00 for teachers living in the villages of the District;
- 2. \$1000.00 for teachers living on the statewide road system.

XXXIII. Housing

A. Information

The District shall provide the prospective teacher (and the involuntarily transferred teacher) with information and assistance related to housing in accordance with AS 14.14.090(8).

B. Housing Committee

1. Purpose

The District and the Association shall form a committee for the purpose of ensuring that all district teachers have fair and equitable access to housing that is safe and secure and takes into account what each teacher deems adequate in condition, cost, and size.

2. Duties of the Committee

The Housing Committee may

- a. identify and review teacher housing needs;
- b. review issues relating to housing costs and maintenance of District housing;
- c. examine housing concerns and patterns of habitability problems; and
- d. by October 15 of the school year, the Housing Committee will conduct an annual review of the previous year's end-of-year inspection and inventory checklists for District housing.

3. The committee recommendations will be forwarded to the Maintenance Director and Superintendent

C. Fuel Stipend

Teachers who don't live in teacher housing will receive a \$3,000 annual fuel stipend to help with the cost of heating their home.

XXXIV. Tuition Reimbursement

- A. The District shall reimburse tuition cost up to a maximum of six (6) semester hours per school year at UAA's tuition rates. The District shall also reimburse the tuition cost of the two courses required for the Alaska Teaching Certificate at UAA's tuition rates.
- B. Courses must be approved by the Superintendent prior to the beginning of the course to ensure that the course applies directly to the teacher's area of instruction or of an area of instruction directly beneficial to educational program(s) in the District.

- C. Verification of completion will be provided through the submission of an official grade slip and proof of payment for the course, submitted within thirty (30) days of grade issuance. An official transcript will be required only if a teacher is moving across a lane on the salary schedule.

XXXV. Signing Bonus

Any incoming teacher, upon executing a teaching contract, will receive \$1,500.00 in the first August paycheck.

Attachment A.

2026-27 Iditarod Area School District Teacher's Salary Schedule

188 days

2% increase from FY 26

<u>EXP</u>	<u>BA</u>	<u>BA + 18</u>	<u>BA + 36</u>	<u>MA+0 / BA+54</u>	<u>MA+18 / BA+72</u>	<u>MA + 36</u>	<u>MA + 54</u>
0	\$55,751.14	\$57,899.62	\$60,045.99	\$62,191.32	\$64,337.69	\$66,486.17	\$68,631.50
1	\$57,899.62	\$60,045.99	\$62,191.32	\$64,337.69	\$66,486.17	\$68,631.50	\$70,778.92
2	\$60,045.99	\$62,191.32	\$64,337.69	\$66,486.17	\$68,631.50	\$70,778.92	\$72,924.25
3	\$62,191.32	\$64,337.69	\$66,486.17	\$68,631.50	\$70,778.92	\$72,924.25	\$75,069.57
4	\$64,337.69	\$66,486.17	\$68,631.50	\$70,778.92	\$72,924.25	\$75,069.57	\$77,218.05
5	\$66,486.17	\$68,631.50	\$70,778.92	\$72,924.25	\$75,069.57	\$77,218.05	\$79,364.43
6	\$68,631.50	\$70,778.92	\$72,924.25	\$75,069.57	\$77,218.05	\$79,364.43	\$81,508.70
7	\$70,778.92	\$72,924.25	\$75,069.57	\$77,218.05	\$79,364.43	\$81,508.70	\$83,657.18
8		\$75,069.57	\$77,218.05	\$79,364.43	\$81,508.70	\$83,657.18	\$85,804.60
9		\$77,218.05	\$79,364.43	\$81,508.70	\$83,657.18	\$85,804.60	\$87,949.93
10			\$81,508.70	\$83,657.18	\$85,804.60	\$87,949.93	\$90,097.35
11			\$83,657.18	\$85,804.60	\$87,949.93	\$90,097.35	\$92,242.68
12				\$87,949.93	\$90,097.35	\$92,242.68	\$94,390.11
13				\$90,097.35	\$92,242.68	\$94,390.11	\$96,536.48
14					\$94,390.11	\$96,536.48	\$98,683.91
15						\$98,683.91	\$100,829.23
16							\$102,975.61

2027-28 Iditarod Area School District Teacher's Salary Schedule

188 days

2.5% increase from FY 27

EXP	BA	BA + 18	BA + 36	MA+0 / BA+54	MA+18 / BA+72	MA + 36	MA + 54
0	\$57,144.92	\$59,347.11	\$61,547.14	\$63,746.10	\$65,946.14	\$68,148.32	\$70,347.28
1	\$59,347.11	\$61,547.14	\$63,746.10	\$65,946.14	\$68,148.32	\$70,347.28	\$72,548.40
2	\$61,547.14	\$63,746.10	\$65,946.14	\$68,148.32	\$70,347.28	\$72,548.40	\$74,747.35
3	\$63,746.10	\$65,946.14	\$68,148.32	\$70,347.28	\$72,548.40	\$74,747.35	\$76,946.31
4	\$65,946.14	\$68,148.32	\$70,347.28	\$72,548.40	\$74,747.35	\$76,946.31	\$79,148.50
5	\$68,148.32	\$70,347.28	\$72,548.40	\$74,747.35	\$76,946.31	\$79,148.50	\$81,348.54
6	\$70,347.28	\$72,548.40	\$74,747.35	\$76,946.31	\$79,148.50	\$81,348.54	\$83,546.42
7	\$72,548.40	\$74,747.35	\$76,946.31	\$79,148.50	\$81,348.54	\$83,546.42	\$85,748.61
8		\$76,946.31	\$79,148.50	\$81,348.54	\$83,546.42	\$85,748.61	\$87,949.72
9		\$79,148.50	\$81,348.54	\$83,546.42	\$85,748.61	\$87,949.72	\$90,148.68
10			\$83,546.42	\$85,748.61	\$87,949.72	\$90,148.68	\$92,349.79
11			\$85,748.61	\$87,949.72	\$90,148.68	\$92,349.79	\$94,548.75
12				\$90,148.68	\$92,349.79	\$94,548.75	\$96,749.86
13				\$92,349.79	\$94,548.75	\$96,749.86	\$98,949.89
14					\$96,749.86	\$98,949.89	\$101,151.01
15						\$101,151.01	\$103,349.96
16							\$105,550.00

2028-29 Iditarod Area School District Teacher's Salary Schedule

188 days

2% increase from FY 28

<u>EXP</u>	<u>BA</u>	<u>BA + 18</u>	<u>BA + 36</u>	<u>MA+0 / BA+54</u>	<u>MA+18 / BA+72</u>	<u>MA + 36</u>	<u>MA + 54</u>
0	\$58,287.82	\$60,534.05	\$62,778.09	\$65,021.02	\$67,265.06	\$69,511.29	\$71,754.23
1	\$60,534.05	\$62,778.09	\$65,021.02	\$67,265.06	\$69,511.29	\$71,754.23	\$73,999.36
2	\$62,778.09	\$65,021.02	\$67,265.06	\$69,511.29	\$71,754.23	\$73,999.36	\$76,242.30
3	\$65,021.02	\$67,265.06	\$69,511.29	\$71,754.23	\$73,999.36	\$76,242.30	\$78,485.24
4	\$67,265.06	\$69,511.29	\$71,754.23	\$73,999.36	\$76,242.30	\$78,485.24	\$80,731.47
5	\$69,511.29	\$71,754.23	\$73,999.36	\$76,242.30	\$78,485.24	\$80,731.47	\$82,975.51
6	\$71,754.23	\$73,999.36	\$76,242.30	\$78,485.24	\$80,731.47	\$82,975.51	\$85,217.35
7	\$73,999.36	\$76,242.30	\$78,485.24	\$80,731.47	\$82,975.51	\$85,217.35	\$87,463.58
8		\$78,485.24	\$80,731.47	\$82,975.51	\$85,217.35	\$87,463.58	\$89,708.71
9		\$80,731.47	\$82,975.51	\$85,217.35	\$87,463.58	\$89,708.71	\$91,951.65
10			\$85,217.35	\$87,463.58	\$89,708.71	\$91,951.65	\$94,196.78
11			\$87,463.58	\$89,708.71	\$91,951.65	\$94,196.78	\$96,439.72
12				\$91,951.65	\$94,196.78	\$96,439.72	\$98,684.86
13				\$94,196.78	\$96,439.72	\$98,684.86	\$100,928.89
14					\$98,684.86	\$100,928.89	\$103,174.03
15						\$103,174.03	\$105,416.96
16							\$107,661.00



**Iditarod Area School District
PO Box 90
McGrath, AK 99627**

April 27, 2026

Contract for Texas Gail Raymond
2026 – 2027 School Year

Job Title: Director of Academics

Length of Contract: 50 Days July 1, 2026 - June 30, 2027

Job Duties: In-service training including but not limited to: assessment training and aligning with standards, alignment of instruction, curriculum and assessment in all curricular areas, virtual classroom training, MAP administration and data analysis, IASD Professional Learning Network support, and Federal Program support. On site district support as needed. Staff meetings over zoom with follow-up training for assessments and teaching with standards. Instructional technology training and support. Individual site in-service/visits/support as needed. Facilitate data analysis of student achievement and implementation of the district assessment plan. Oversee all curriculum implementation and support. Attend all State meetings as necessary. Facilitate and support all testing, including AK Star and AK Science. Other duties as requested.

Contract: \$800/day consulting fee \$40,000

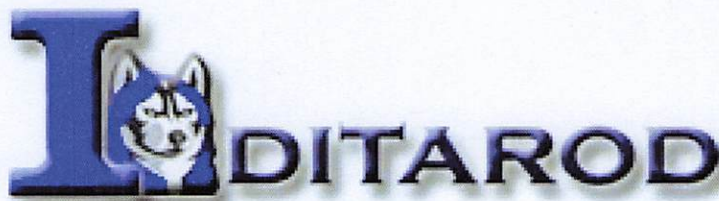
Signature Contractor _____

Signature District Superintendent: _____

Iditarod Area School District Mission Statement

The Iditarod Area School District recognizes the unique and distinctive nature of each student with regard to character, capacity, ability and heritage. In doing so, we are committed to providing individualized, comprehensive and sequential programs to all students in an atmosphere which reflects their cultural heritage; and will, through an organized, efficient and effective school program designed and dedicated to incorporating a variety of learning opportunities, assure them of successful achievement as adults in the 21st Century.

This is our commitment to the students, parents and communities of the Iditarod Area School District. This is our Mission!



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DITAROD AREA SCHOOL DISTRICT

P.O. Box 90 McGrath, Alaska 99627 (907) 524-1200 FAX (907) 524-3217

CONTRACT MODIFICATION

This agreement between the Iditarod Area School District and **Adrienne Wright** performing **extra duty** during the 2025-26 school year, is hereby amended to adjust the compensation provided as follows:

Current Salary:

To New Salary:

Effective Date:

Daily Rate: **\$483.21**

Number of Contract Days: **Additional 26 Days**

Salary Adjustment:

\$12,563.46

The reason for this adjustment is as follows:

Increase due to 26 additional days at IDLC.

It is mutually agreed that the above adjustment is correct and necessary to keep within the applicable statutes and regulations pertinent to the calculation of this rate. If for any unforeseeable reason that any daily rate is not used, it will be returned to the district.

Employee Signature

Date



IASD Authorized Signature

4-28-2026

Date

Date of Issuance: 4/28/2026

(Daily rate equals base rate plus in lieu of vertical step increase.)



DITAROD AREA SCHOOL DISTRICT

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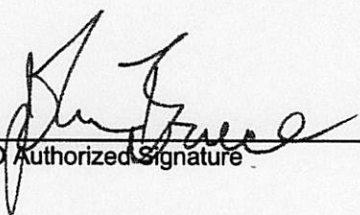
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