

KIBSD/KBEA FY24-05 MOU

Item 305 SALARY

Add the following language under the **FY24** only:

The district will pay all employees a one-time, non-recurring payment as a stipend on the December 8, 2023, paycheck. (*educational document is attached for the purpose of clarity)

For an employee to qualify for this stipend they must be hired on or before November 10, 2023, and be employed on November 30, 2023.

The payment will be based on the following calculation: Amount A + Amount B= individual employee stipend total.

AMOUNT A:

The total cash amount (\$425,000) is divided by the total number of shares. This equals 1.0 share. Each share is adjusted by full-time equivalency.

1.0 FTE is equal to 1.0 full share

.5 FTE is .5 share

.25 FTE is .25 share

AMOUNT B:

The total amount of all employee salaries is added together. Each employee's salary is divided by the total salary amount for the district. This determines a percentage of the total distributed from amount B (\$425,000) to each employee.

TOTAL STIPEND AMOUNT:

Amount A is added to amount B to determine the total stipend for each individual employee.

For certified employees, a current certificate must be held, or a complete packet must be submitted to DEED for review on or by November 11, 2023. The stipend for teachers who are waiting for certification, the stipend will be paid on the payday following certification being approved. KIBSD reserves the right to consider special circumstances that are out of a teacher's control.

*Salary will exclude all over-time, over-budget time, stipends, temporary employee agreements or any other supplementary monies.

Kodiak Borough Education Association



11/17/2023

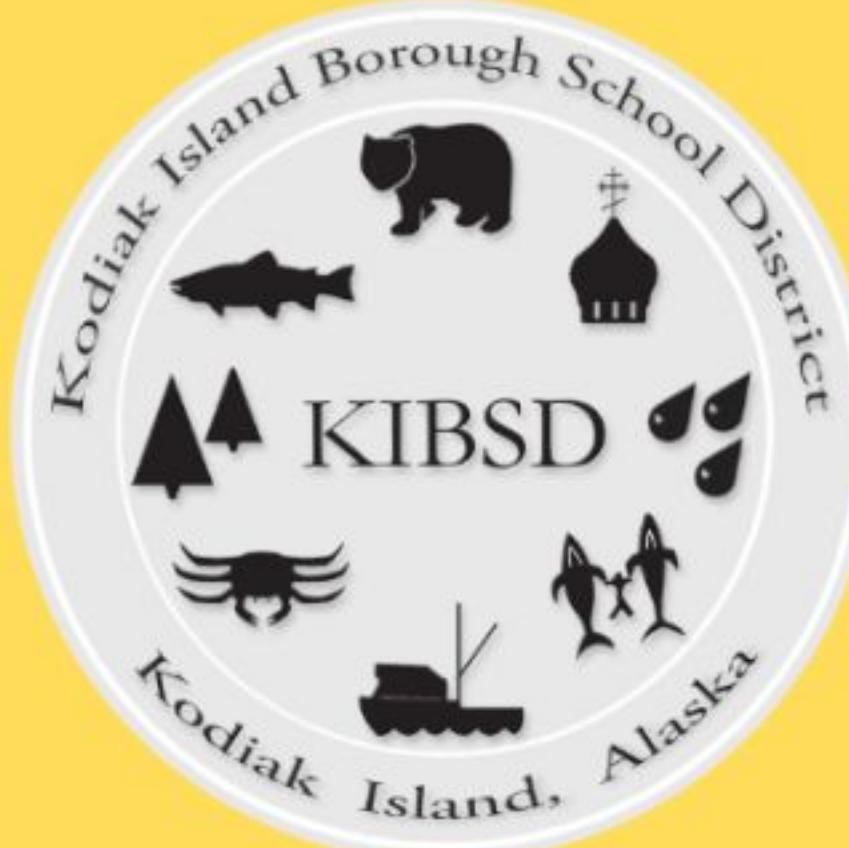
KBEA President

Kodiak Island Borough School District



Superintendent/Designee

11/14/2023



Employee Stipends

November 2023

The Board for Education has approved \$850,000 for employee stipends as a one time payout. The total will be divided in two parts and each employee will receive a stipend based on two different calculations. This document is being provided for educational purposes only to accompany the language of the Memorandum of Understanding that has been signed by the leadership of each of the employee groups. The examples below are not based on actual figures. An employee includes anyone hired on or before November 10, 2023. This does not include temporary employees or substitutes.

Amount A

Explanation:

The total cash amount (\$425,000) is divided by the total number of shares. This equals 1.0 share. Each share is adjusted by full-time equivalency.

$$\frac{\text{Total Amount}}{\text{Total number of shares}} = 1.0 \text{ share}$$

$1.0 \text{ FTE} = 1.0 \text{ share}$
 $.75 \text{ FTE} = .75 \text{ share}$
 $.5 \text{ FTE} = .5 \text{ share}$
 $.25 \text{ FTE} = .25 \text{ share}$

Calculation:

$$\frac{\$425,000}{500} = \$850 = 1.0 \text{ share}$$

$\$850 = 1.0 \text{ share for } 1.0 \text{ FTE}$
 $\$637.50 = .75 \text{ share for } .75 \text{ FTE}$
 $\$425 = .50 \text{ share for } .5 \text{ FTE}$
 $\$212.5 = .25 \text{ share for } .25 \text{ FTE}$

Example:

Amount B

Explanation: *The total amount of all employee salaries is added together. Each employee's salary is divided by the total salary amount for the district. This determines a percentage of the total distributed for amount B (\$425,000) to each employee.*

Calculation:

$$\begin{aligned}
 \text{All employee salaries} &= X \\
 \text{are added together} & \\
 \\
 \text{Each individual employee's} & \\
 \frac{\text{Salary}}{X} &= \% \\
 \\
 \text{Total amount B (%)} &= \text{Employee's} \\
 &= \text{amount B}
 \end{aligned}$$

Example:

$$\begin{aligned}
 X &= 2,000,000,000 \\
 \\
 \frac{50,000}{2,000,000,000} &= .00025 \\
 \\
 425,000 \times .00025 &= 106.25
 \end{aligned}$$

Total Stipend Amount (A+B)

Explanation: *Amount A is added to amount B to determine the total stipend for each individual employee.*

Calculation:

$$\text{Amount A} + \text{Amount B} = \text{Total Stipend}$$

Example:

$$\$850 + \$106.25 = \$956.25$$