

**KIBSD/KBEA MOU FY23-04**

This Memorandum of Understanding (MOU) made and entered into this 24 day of August, 2022, by and between the Kodiak Island Borough School District (KIBSD) and the Kodiak Borough Education Association (KBEA).

For the FY23 school year, KIBSD will be seeking to fill certificated teaching positions by utilizing H-1B visas.

The district will pay the fees associated with sponsorship for the H-1B Visa.

The monies the candidate is required to pay will be paid by the district with the understanding the employee will reimburse the district through Payroll. Once the employee is issued a contract, the district will have their contract adjusted by the amount they owe.

This MOU will sunset on or before June 30, 2023.

Agreed upon this 24 day of August, 2022.

Kodiak Borough Education Association

Kodiak Island Borough School District

KBEA President

*Janet Powers*

Superintendent

*Candy Mika*

Employee Signature/Date

## KIBSD/KBEA MOU FY23-04 (Revised)

This Memorandum of Understanding (MOU) made and entered into this fourteenth day of September, 2022, by and between the Kodiak Island Borough School District (KIBSD) and the Kodiak Borough Education Association (KBEA).

1. For the FY23 school year, KIBSD will be seeking to fill certificated teaching positions and in some circumstances the most qualified applicants are from countries other than the US. In an effort to hire international candidates the District is working with a staffing agency to facilitate the application process for H1-B Visas for these teaching candidates.
2. There are two sets of fees associated with the H1-B Visa process. One fee amount is required of the District, which KIBSD will pay in full.
3. The other are fees required to be paid by each individual candidate up to \$10,400.
4. The monies that the individual candidate is required to pay (\$10,400) will be paid in advance by the District. If the employee obtains H1-B Visa and becomes employee of the district then the employee will reimburse the district through Payroll. Once the employee is issued a contract, the District will complete a contract adjustment that reduces their salary by the amount of fees paid by the employee.
5. If the individual does not obtain the H1-B Visa or is not emoplyeed by the District any fees paid for by the district would be born by the Distirct.
6. Upon employement the employee will be required to sign a contract adjustment agreement.
7. To the extent, if any, of this MOU violates applicable law, the provision that is in violation of law will be null and void and the remainder of the MOU will stay in effect.

This MOU will sunset on December 31, 2023.

Agreed upon this fourteenth day of September, 2022.

Kodiak Borough Education Associatoin

Sarah Powell  
KBEA President

Kodiak Island Borough School District

Cindy L. Mika  
Superintendent