

## KIBSD/KIESA Fy22-24 Memorandum of Understanding

By the Memorandum of Understanding made and entered into this 10 day of December of 2021 by and between the Kodiak Island Borough School District (District) and the Kodiak Island Education Support Association (KIESA) agree to the following:

### Related item: 875 Tuition Reimbursement

The District at its discretion may choose as part of its retention and recruitment practices for hard to fill special education positions to provide financial support to current employees to enter into a special education bachelor's degree program through the University of Alaska Southeast. The tuition costs published by the University of Alaska Southeast will be adjusted annually. The intent of the program is to cover the cost of tuition for all courses taken for the program of study toward a bachelor's degree in special education.

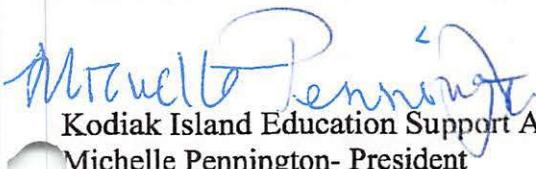
Costs	FY 22 Tuition Cost UAS
Cost for 3 credits	\$738 undergraduate
Cost for program	\$14760 (60 credits)
Reimbursement (item 875 KIESA)	\$1000 per class (3 years = \$3000)
Cost to KIBSD over 3 - 4 years	\$14760 - \$3000 = \$12760

### Service Obligation: in Special Education

1 year	Pay back obligation is 100% of the tuition paid by the district while the employee is working as a paraprofessional and attending school.
2 years	Pay back obligation is 100% of the tuition paid by the district (for both year one and two) while the employee is working as a paraprofessional and attending school.
3 possible additional year	Pay back obligation is 100% of the tuition paid by the district (for three years) while the employee is working as a paraprofessional and attending school.
3 years	Pay back obligation is 70% of the tuition paid by the District while the teacher is employed as a special education teacher and maintaining good standing.
4 years	Pay back obligation is 50% of the tuition paid by the District while the teacher is employed as a special education teacher and maintaining good standing.
5 years	Pay back obligation is 25% of the tuition paid by the District while the teacher is employed as a special education teacher and maintaining good standing.
6 years	Pay back obligation is 10% of the tuition paid by the District while the teacher is employed as a special education teacher and maintaining good standing.
7 years	5 years of service as a special education teacher extinguishes pay back obligation

This MOU will sunset on June 30, 2024. During the course of this MOU individuals selected to participate in the program will be allowed to continue after the MOU Sunsets.

Agreed upon this 10 day of December, 2021.

  
 Michelle Pennington  
 Kodiak Island Education Support Association  
 Michelle Pennington- President

  
 Geoff Smith  
 Kodiak Island Borough School District  
 Superintendent or Designee