



## KIBSD/KAA FY24 MOU-3

This Memorandum of Understanding (MOU) made and entered into this 12 day of March, 2024 by and between the Kodiak Island Borough School District (KIBSD) and Kodiak Administrative Association (KAA).

The district may hire temporary employees to support the human resources department and personnel file maintenance, digitization processes and data entry. The temporary employees will be trained in confidentiality and indemnified by the district through approval of the School Board and Superintendent. This MOU temporarily modifies Item #765 as listed below.

### 765 PERSONNEL FILES

C. Only the Superintendent, the Assistant Superintendent, and designated staff shall have access to the personnel file without the written permission of the administrator. Access to personnel files by the School Board shall occur only after authorization by the Board in regular or special session. Authorization must state specific files and purpose for access. Administrative employees shall receive notice of pending action.

This MOU will sunset on June 30, 2026.

Kodiak Administrative Association

Peggy Aruzak

KAA President

Kodiak Island Borough School District

Kim Sanders

Superintendent/ Designee