



Kodiak Island Borough School District

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KIBSD/KAP FY25-01 MOU

Item 510 SALARY

Add the following language under the FY25 only:

The district will pay all employees a one-time, non-recurring payment as a stipend on the December 8, 2024, 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, 2024, and be employed on November 30, 2024.

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

AMOUNT A:

The total cash amount (\$500,000) 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 (\$500,000) to each employee.

TOTAL STIPEND AMOUNT:

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

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

Kodiak Administrative Professionals

Kodiak Island Borough School District

Walter Barnes

Kim Sanders

KAP President

Date

Superintendent/Designee

Date