



Kodiak Island Borough School District

*Engaged in Learning.
Prepared for life.*

KIBSD/KBEA FY25-02 MOU

Item 305 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.

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, 2024. 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

Kodiak Island Borough School District

Valerie Lupin

KBEA President

11/5/24
Date

Cindy A. Mika

Superintendent/Designee

11/5/24
Date