

KIBSD/KIESA MOU FY25-01

This Memorandum of Understanding (MOU) made and entered into this 17th day of October, 2024, by and between the Kodiak Island Borough School District (KIBSD) and the Kodiak Island Educational Support Association (KIESA). The District and KIESA agree to the following regarding Item 545 *Leave Without Pay*, Section II:

- II. *A long-term leave of absence without pay may be granted by the District to a Classified employee who has completed three (3) full years of service with the District. This service time may be modified at the Superintendent's discretion. Long term leave request must be in writing and may be for a period of at least six (6) weeks but shall not exceed one (1) year. Other than in an emergency, leave request must be submitted no later than four (4) weeks prior to the proposed commencement of the leave. Upon completion of the leave, the employee shall be entitled to reinstatement in the same or similar position, for which the employee is qualified, along with the then current district benefits and on the appropriate pay scale.*

Agreed upon this 17th day of October, 2024.

Kodiak Island Educational Support Association

Michelle Pennington

KIESA President

Kodiak Island Borough School District

Kim Saunders

Superintendent/Designee

Signature: Michelle Pennington
Michelle Pennington (Oct 17, 2024 15:10 AKDT)

Email: mpennington02@kibsd.org

Signature: Kim Saunders

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KIESA MOU FY25-01 LOA

Final Audit Report

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