



# Kodiak Island Borough School District

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## Memorandum of Understanding (MOU) FY26 – 02

Between Kodiak Island Borough School District (KIBSD) and Kodiak Borough Education Association (KBEA)  
For FY 2025-2026

SUBJECT: JROTC INSTRUCTOR

### Purpose

This Memorandum of Understanding (MOU) serves to modify certain provisions of the Kodiak Borough Education Association (KBEA) Collective Bargaining Agreement (CBA) for the 2023-2026 contract period. Specifically, this MOU modifies **Item 610 – Individual Teaching Contract** and **Item 305 – Salary** to allow for the implementation of a United States Coast Guard (USCG) Junior Reserve Officer Training Corps (JROTC) program at Kodiak High School. This unique program requires modifications to the standard contract language for one teaching position due to the terms of the cooperative agreement with the USCG.

The Kodiak Island Borough School District (KIBSD), in collaboration with the USCG, will establish a Coast Guard JROTC (CGJROTC) program at Kodiak High School beginning in the FY 2025-2026 school year.

The CGJROTC instructor position is unique and subject to the requirements outlined in the USCG JROTC agreement. This MOU applies solely to this position and does not establish precedent for other bargaining unit positions.

### Modification to Item 610 – Individual Teaching Contract

The CGJROTC instructor will be a KIBSD employee for all employment purposes, including eligibility for district benefits, evaluation processes, and compliance with district policies.

The instructor's contract may include modifications to standard working conditions due to USCG program requirements, including but not limited to:

- Additional contracted workdays beyond the standard 189-day teacher contract.
- Mandatory training days as specified by the USCG.
- Adjustments to the daily work schedule to meet USCG program standards.
- Other items as required

When possible, KIBSD will adhere to the provisions of the existing CBA. However, where program-specific requirements conflict with existing provisions, the USCG JROTC agreement shall govern.

## Modification to Item 305 – Salary

Compensation for the CGJROTC instructor will not follow the standard KIBSD certified teacher salary schedule. Instead, pay will be determined according to the USCG JROTC agreement as follows:

**Minimum Instructor Pay (MIP):** "MIP" is defined as the minimum compensation that the Host School must provide to a CGJROTC instructor per the JROTC Standardized Instructor Pay Scale (JSIPS) tables. Any stipends, bonuses, supplements, or otherwise will be in addition to the MIP amount. The MIP is not intended to limit or cap the amount of instructor pay, and the Host School is encouraged to pay instructors above the MIP, commensurate with instructor experience, education level, local cost of living, and other relevant factors.

All salary and associated costs for this position shall be processed through KIBSD payroll, with reimbursement provided by the USCG under the terms of the cooperative agreement.

Any additional stipends, bonuses, or supplemental compensation will be determined in alignment with program funding and applicable USCG requirements.

## Sunset Clause

This MOU is program-specific and shall automatically sunset if the cooperative agreement between KIBSD and the USCG for the JROTC program is modified or terminated in a way that eliminates or alters the need for these contractual exceptions.

Upon termination or expiration of the JROTC agreement, this MOU shall become null and void, and all affected contract provisions shall revert to the standard terms of the KBEA Collective Bargaining Agreement (2023-2026).

## Signatures

### Kodiak Island Borough School District (KIBSD)

Name: 

Title: Assistant Superintendent/Designee

Date: 7/30/25

### Kodiak Borough Education Association (KBEA)

Name:  Valerie L. Lin (Aug 5, 2025 11:34:37 AKDT)

Title: KBEA President

Date: Aug 5, 2025










# KBEA Draft MOU FY26-02

Final Audit Report

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