

MEMORANDUM OF UNDERSTANDING (MOU)

Between
Kodiak Island Borough School District (KIBSD)
and
Kodiak Island Educational Support Association (KIESA)

Purpose

This Memorandum of Understanding (MOU) is entered into between the Kodiak Island Borough School District (“District”) and the Kodiak Island Educational Support Association (“Association”) to amend the current negotiated agreement dated July 1, 2025 – June 30, 2028 .

The purpose of this MOU is to establish a new bargaining unit position and corresponding salary placement.

Agreement

The District and the Association agree to the following:

1. Creation of New Position

A new bargaining unit position titled:

Federal Program Coordinator

is hereby established and added to the bargaining unit salary schedule.

2. Salary Placement

The Federal Program Coordinator position shall be placed as follows:

- Entry Range: 18.5
- Permanent Range: 19

This placement is consistent with the structure of entry and permanent base ranges outlined in the current agreement (Section 825: Entry and Permanent Bargaining Unit Job Classifications) .

3. Inclusion in Agreement

This position shall be incorporated into the salary schedule table in Section 825 of the negotiated agreement and treated as a bargaining unit classification, subject to all applicable terms and conditions of the agreement unless otherwise specified.

4. Job Description

The job description for the Federal Program Coordinator shall be developed in accordance with Section 310 (Job Description), requiring collaboration between the Superintendent/designee and the Association President .

5. Effective Date

This MOU shall become effective April 28, 2026 (or today's date) upon signature by both parties and shall remain in effect through the duration of the current agreement unless modified by mutual written consent.

6. Full Force and Effect

All other provisions of the negotiated agreement remain in full force and effect.

Signatures

For Kodiak Island Borough School District



Superintendent / Designee

Date: **Apr 28, 2026**

For Kodiak Island Educational Support Association


Apr 28, 2026 14:18:05 AKDT

KIESA President

Date: **Apr 28, 2026**










FY26-02 MOU KIESA Federal Programs Coordinator

Final Audit Report

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