

## MEMORANDUM OF UNDERSTANDING FY26-05

---

Between

Kodiak Island Borough School District (KIBSD)

And

Kodiak Borough Education Association (KBEA)

Personal Leave Payout – Transition Provision

April 6, 2026

### I. PURPOSE

This Memorandum of Understanding (MOU) is entered into between the Kodiak Island Borough School District (“District”) and the Kodiak Borough Education Association (“Association”) to clarify implementation of personal leave payout provisions associated with the 2026–2029 Negotiated Agreement.

### II. BACKGROUND

1. The 2026–2029 Negotiated Agreement was tentatively agreed upon on February 19, 2026, and ratified and officially adopted by the Board of Education on March 23, 2026.
2. The agreement is effective July 1, 2026.
3. Item 540 (Personal Leave) establishes a payout for unused personal leave at the end of a school year.
4. During negotiations, the parties mutually agreed that personal leave accumulated prior to the effective date of the agreement would be paid out consistent with the newly negotiated rates.

### III. AGREEMENT

#### 1. Applicability

This provision applies to all eligible bargaining unit members who, as of the end of the 2025–2026 school year, have unused personal leave or personal leave held in any deferred leave process recognized by the District.

#### 2. Payout Timing

The personal leave payout will be issued on the June 23, 2026 paycheck.

#### 3. Payout Rates

- \$250 per day for eligible employees
- \$350 per day for certificated employees with twenty (20) or more years of consecutive

service to the District

**4. Early Implementation**

Although the agreement is not effective until July 1, 2026, the parties agree that this payout provision shall be implemented early.

**5. No Precedent**

This MOU is a one-time implementation agreement and does not establish precedent.

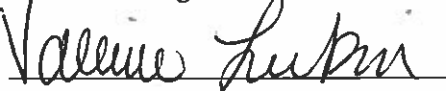
**IV. FULL FORCE AND EFFECT**

This MOU shall remain in effect through completion of the June 23, 2026 payout and shall expire thereafter unless otherwise extended.

**V. SIGNATURES**

Agreed to this 6th day of April, 2026.

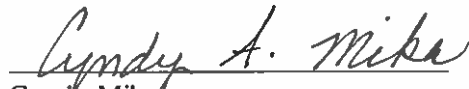
Kodiak Borough Education Association



Valerie Lukin

KBEA President

Kodiak Island Borough School District



Cyndy Mika

Superintendent