

MEMORANDUM OF UNDERSTANDING FY27_03

**Between the
Kodiak Island Borough School District (KIBSD)
and the
Kodiak Borough Education Association (KBEA)**

Date: June 25, 2026

Purpose

The parties agree to clarify the implementation of Employee Self-Directed Work Time (ESDWT), and the District's authority to require attendance at meetings related to safety and critical incident response.

Agreement

The Kodiak Island Borough School District and the Kodiak Borough Education Association agree that the following provisions shall apply for the duration of the 2026-2029 Negotiated Agreement unless modified by mutual agreement.

1. Safety and Critical Incident Meetings

Notwithstanding any other provision of the Negotiated Agreement related to Employee Self-Directed Work Time (ESDWT), the District reserves the right to require employee attendance during ESDWT for:

- Required meetings apart from meetings that require the legal participation of the employee (e.g., Special Education, 504, GT)
- Safety-related or critical incident response meetings

Attendance at such meetings shall be considered a required professional responsibility and shall not constitute a violation of Article 607 or any other provision governing ESDWT.

2. Clarification of Weekly ESDWT

The parties agree that Article 607, Section III, providing for Employee Self-Directed Work Time (ESDWT), shall be interpreted as follows:

Employees will be provided thirty (30) minutes of Employee Self-Directed Work Time (ESDWT) a minimum of four (4) times per week during a full five-day student attendance week.

In weeks shortened by holidays, in-service days, weather closures, emergency closures, schedule adjustments, or any other reduction in the regular student attendance week, the District reserves the right to proportionally reduce the number of ESDWT periods provided during that week and preserve the early release professional development time .

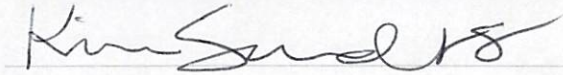
For the purpose of example only:

- 5 full workdays – would include 4 ESDWT
- 4 workdays - would include 3 ESDWT
- 3 workdays - would include 2 ESDWT
- 2 workdays - would include 1 ESDWT.

3. Effect of Agreement

Except as specifically modified herein, all other provisions of the 2026-2029 Negotiated Agreement shall remain in full force and effect.

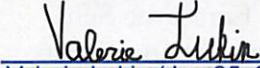
FOR THE KODIAK ISLAND BOROUGH SCHOOL DISTRICT



Superintendent/Designee

Date: 06/25/26

FOR THE KODIAK BOROUGH EDUCATION ASSOCIATION



Valerie Lukin (Jun 25, 2026 11:55:13 PDT)

KBEA President

Date: 06/25/2026