

MEMORANDUM OF UNDERSTANDING (MOU) FY26_03

I. Between

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

II. 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.

III. Agreement

The District and the Association agree to the following:

1. Creation of New Positions and Salary Placement

New bargaining unit positions titled as the following with the associated placement ranges:

<u>KAP Position Title Starting FY27</u>	<u>New and or return to KIESA Position Title</u>	<u>Entry Range</u>	<u>Permanent Range</u>
Secretary to the Chief Financial Officer	Administrative Assistant to the Business Office	18	18.5
Grant Writer	Grant Writer	25	25.5
School Safety Director	School Safety Coordinator	25	25.5
Secretary to the Chief Financial Officer	Secretary to the Chief Financial Officer	18.5	19
Special Projects Director	Special Projects Coordinator	25	25.5
Tech I	Tech I	16.5	17
Tech II	Tech II	18	18.5
Tech III	Tech III	20	20.5
Tech IV	Tech IV	22	22.5
Technology Coordinator	Technology Coordinator	25	25.5
Auditorium & Community Schools Coordinator	Auditorium & Community Schools Coordinator	25	25.5
Travel & Housing Coordinator	Travel & Housing Coordinator	17.5	18

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

2. Inclusion in Agreement

These positions 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.

3. Effective Date

This MOU shall become effective upon signature by both parties and shall remain in effect through the duration of the current agreement unless modified by mutual written consent.

4. Full Force and Effect

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

IV. Signatures

For Kodiak Island Borough School District

Damon Hargraves Jun 16, 2026
Damon Hargraves (Jun 16, 2026 13:57:07 AKDT)
Superintendent / Designee and Date

For Kodiak Island Educational Support Association

Julie Cofie Jun 16, 2026
Julie Cofie (Jun 16, 2026 14:03:44 AKDT)
KIESA President and Date

KIESA MOU FY26-03 Additional Positions

Final Audit Report

2026-06-16

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