



EXPENDITURE REQUEST

IMMIGRATION LEGAL SERVICES

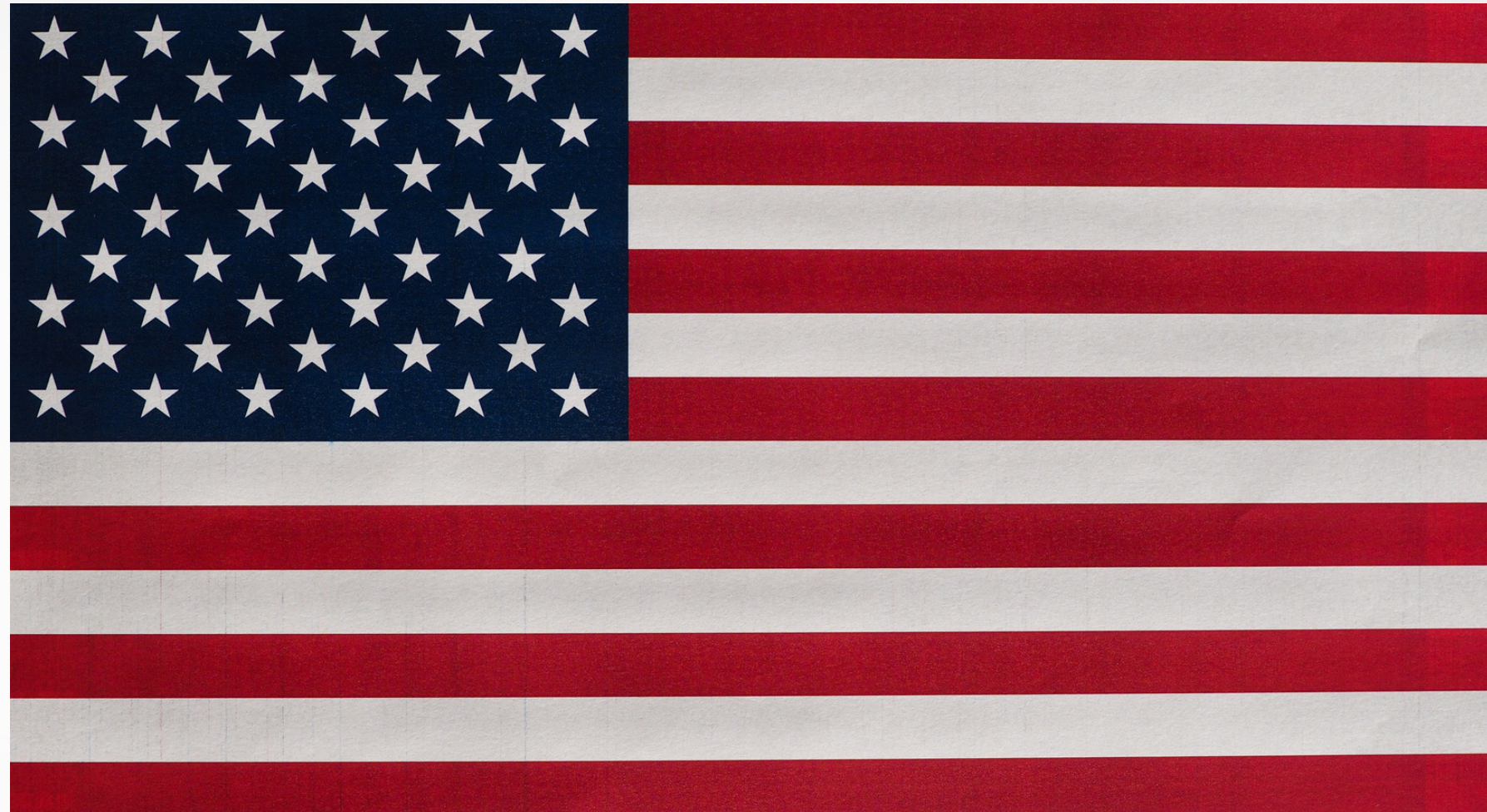
Human Resources

April 6, 2026

BACKGROUND INFORMATION

Administration is requesting approval for an additional \$100,000 in FY26 to initiate the green card application process for 20 additional teachers currently under contract for KIBSD for the 2026-2027 school year. This is a two year process with an estimated total cost to the District of 200,000 over a two year period.

Legal Services for expenditures related to immigration are provided through Fisher Phillips.



POINTS OF INTEREST

1

26 of 33 teachers who have been hired by KIBSD remain working in the district.

2

8 teachers who have moved from the Philippines to Kodiak work in our rural sites.

In Fall of 2025, there was a change made by the Federal Government to increase fees related to initial applications for professional Visas by \$100,000.

This increase makes international hiring cost prohibitive.

3

KIBSD has increasingly relied on the hiring of international teachers to fill vacancies over the past 5 years.

The professional H1-B Visa is a possibility for 6 years. Depending on the initial approval length this can mean multiple renewals, ranging from annually to every three years. These cost roughly \$5,000 for each renewal.

4

In circumstances where we have hired teacher on VISA status, we have had no qualified applicants from the US. It is a requirement for the application to prove this.

POINTS OF **CONSIDERATION**

The Green Card process is an investment in teacher stability.

SERVICE

It is within the rights of the District to require years of service for the sponsorship of the green card process.

EXPENSE

There is an expense to the District, but also to the individual Teacher within the process. The first two steps are employer-sponsored at \$10,000 per application process over two years.

EXPLORING OPTIONS

Some teachers are exploring the option of pursuing special education credentials to allow for diversity of placement during difficult budgetary times.

CURRENT REALITY

There is no guarantee that these will be successful applications for green cards.

If KIBSD does not move toward a more stable option, there will be 26 vacancies in the next several years that will be increasingly difficult to fill. This is in addition to estimated 5-10 vacancies a year that are projected.



CURRENT BUDGET

Of the anticipated expense for immigration related costs, we anticipate an expenditure of \$60,000 of the \$100,000 currently approved.

The FY26 budget for employee benefits is currently just over \$600,000 under budget which would allow for the additional \$100,000 expenditure requested in order to initiate the green card process during the spring and summer for 2026.



This is an investment in teacher retention and stability that requires an investment on the teacher's part as well.

These 20 teachers are currently living in Kodiak, and investing every day in our students and in our communities.



TIMING CONSIDERATIONS

For more detailed information, see the memo attached to this action item in board documents. (FY26 Immigration Services Expenditure Request.pdf)

1

Recommendation from Legal Council regarding current and expected changes in potential federal processes within USCIS.

2

Budgetary considerations for the remainder of 2026.

3

Administrative staffing changes in July 2026.

A top-down view of a desk with various items: a laptop, a cup of coffee, a pen, glasses, and a plant. The items are arranged on a light-colored surface. The text "THANK YOU" is centered in the middle of the image.

THANK YOU