



Kenai Peninsula Borough School District (KPBSD) proposal to Kenai Peninsula Education Association (KPEA) for three years: 2018-2019; 2019-2020; 2020-2021

This proposal is based on the Arbitrator's recommendations, with applicability to everyone who is employed on the date of ratification. The May 16, 2019, proposal includes an additional modification beyond the Arbitrator's Report recommendations. Terms and conditions: the current negotiated agreement, items already TA'd in bargaining, and these changes:

What is the length of the contract?

Three years: July 1, 2018 - June 30, 2021

What are the changes to the Health Care plan?

High Deductible Health Plan (HDHP) or Traditional Plan (TP)

- **District contribution to the healthcare cap increases by \$50 per month**
This proposal is more favorable to KPEA employees than the Arbitrator's Recommendation. Beginning in the 2019-2020 school year, the district will increase its portion of the monthly cap by \$50 for each plan. Therefore, the District's contribution for the TP shall increase to \$1781.45/month, and the District's contribution to the HDHP will increase to \$1695.61/month.
- The Traditional Plan will no longer be an option for employees with an initial date of hire after May 31, 2019.

What are the changes to wages and working conditions?

Retroactive salary payments for 2018-2019 will be made as soon as possible, but no later than Friday, June 28, 2019.

- **Salary schedule increases in the amounts of:**
 - **.5 % in 2018-2019**
 - **1 % in 2019-2020**
 - **2 % in 2020-2021**
- If you are a KPEA employee eligible to receive an annual step increase which averages 2.67%, the district's offer reflects an 11.51% average salary increase over the three-year duration.
- KPEA employees not receiving a step increase at C+90/M-T will receive an additional .5 % in 2018-2019; 1 % in 2019-2020; and 2 % in 2020-2021, off the base salary at C+90/M-T.

KPEA rejected [this proposal](#) to settle the contract on May 16, 2019.

This proposal expires May 31, 2019.

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**Kenai Peninsula Borough School District (KPBSD) proposal
to
Kenai Peninsula Education Support Association (KPESA)
for three years: 2018-2019; 2019-2020; 2020-2021**

This proposal is based on the Arbitrator's recommendations, with applicability to everyone who is employed on the date of ratification. The May 16, 2019, proposal includes an additional modification beyond the Arbitrator's Report recommendations.

Terms and conditions: the current negotiated agreement, items already TA'd in bargaining, and these changes:

What is the length of the contract?

Three years: July 1, 2018 - June 30, 2021

What are the changes to the Health Care plan?

High Deductible Health Plan (HDHP) or Traditional Plan (TP)

- A revised health insurance Article 27 for KPESA that sets forth the 70%/30% split over the cap, as recommended by the Advisory Arbitrator.
The District portion of the current 50%/50% split above the cap increases by 20% to 70%.
The employee 50% portion decreases to 30%, which is a 20% decrease to the employee.
- **2018-2019 Traditional Plan retroactive overpayment refund of \$920:**
For FY19, KPESA employees on the TP as of December 31, 2018, will receive a refund of health care contribution overpayment as a result of the new 70%/30% split in the amount of \$920. FY19 retro payment will be made as soon as possible, but no later than Friday, June 28, 2019.
- **2018-2019 HDHP retroactive overpayment refund of \$600:**
For FY19, KPESA employees on the HDHP as of December 31, 2018, will receive a refund of health care contribution overpayment as a result of the new 70%/30% split in the amount of \$600. The FY19 retro payment will be made as soon as possible, but no later than Friday, June 28, 2019.
- **District contribution to the healthcare cap increases by \$50 per month**
This proposal is more favorable to KPESA employees than the Arbitrator's Recommendation. Beginning in the 2019-2020 school year, the district will increase its portion of the monthly cap by \$50 for each plan. Therefore, the District's contribution for the TP shall increase to \$1781.45/month, and the District's contribution to the HDHP will increase to \$1695.61/month.

- The Traditional Plan will no longer be an option for employees with an initial date of hire after May 31, 2019.

What are the changes to wages and working conditions?

Retroactive salary payments for 2018-2019 will be made as soon as possible, but no later than Friday, June 28, 2019.

- **Salary schedule increases in the amounts of:**
 - **.5 % in 2018-2019**
 - **1 % in 2019-2020**
 - **2 % in 2020-2021**
- If you are a KPESA employee eligible to receive an annual step increase which averages 4.98%, the district's offer reflects an 18.44% average salary increase over the three-year duration.
- KPESA employees not receiving a step increase will receive an additional .5 % in 2018-2019; 1 % in 2019-2020; and 2 % in 2020-2021, off the base salary in that year's Column H.
- **Swing Shift and Graveyard Shift hourly pay increase**
A new shift differential for KPESA, for Article 17, Section A in the amounts of 40 cents per hour for swing shift and 60 cents per hour for graveyard shift.
- **KPESA support employees would now be eligible to receive extra curricular stipends.**

KPESA rejected [this proposal](#) to settle the contract on May 16, 2019.

This proposal expires May 31, 2019.

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