

MEMORANDUM OF AGREEMENT
 BETWEEN THE
 KENAI PENINSULA BOROUGH SCHOOL DISTRICT
 AND THE
 KENAI PENINSULA EDUCATIONAL SUPPORT ASSOCIATION
 TO PRIORITIZE AND MAINTAIN A COMPETITIVE SALARY SCHEDULE THAT INCENTIVIZES
 RECRUITMENT AND RETENTION OF EMPLOYEES

WHEREAS, the salary schedule of Article 16 of the Collective Bargaining Agreement between the Kenai Peninsula Borough School District and the Kenai Peninsula Educational Support Association (“CBA”) for the 2022-2023 and 2023-2024 school years is:

<i>2022-2023</i>	<i>1%</i>	<i>Increase</i>								
<i>Salary Schedule RANGE</i>	<i>Initial</i>	<i>A</i>	<i>B</i>	<i>C</i>	<i>D</i>	<i>E</i>	<i>F</i>	<i>G</i>	<i>H</i>	<i>Longevity 2%</i>
1	\$15.04	\$16.73	\$17.35	\$17.97	\$18.79	\$19.43	\$20.20	\$21.00	\$21.83	\$22.27
2	\$15.86	\$17.60	\$18.29	\$18.99	\$19.85	\$20.56	\$21.35	\$22.20	\$23.11	\$23.57
3	\$16.19	\$17.98	\$18.69	\$19.38	\$20.27	\$21.00	\$21.79	\$22.68	\$23.58	\$24.05
4	\$16.79	\$18.64	\$19.36	\$20.15	\$21.07	\$21.81	\$22.66	\$23.56	\$24.53	\$25.02
5	\$17.32	\$19.25	\$20.02	\$20.80	\$21.78	\$22.57	\$23.42	\$24.36	\$25.34	\$25.85
6	\$17.90	\$19.89	\$20.66	\$21.51	\$22.52	\$23.32	\$24.23	\$25.20	\$26.23	\$26.75
7	\$18.49	\$20.55	\$21.40	\$22.26	\$23.30	\$24.15	\$25.08	\$26.10	\$27.15	\$27.69
8	\$19.15	\$21.26	\$22.16	\$23.10	\$24.21	\$25.08	\$26.04	\$27.10	\$28.18	\$28.74
9	\$19.86	\$22.07	\$23.01	\$23.97	\$25.11	\$26.02	\$27.03	\$28.12	\$29.25	\$29.84
10	\$20.62	\$22.91	\$23.88	\$24.95	\$26.13	\$27.10	\$28.14	\$29.28	\$30.44	\$31.05
11	\$21.98	\$23.83	\$24.86	\$25.97	\$27.19	\$28.19	\$29.29	\$30.47	\$31.71	\$32.34
12	\$22.31	\$24.82	\$25.88	\$27.05	\$28.36	\$29.41	\$30.56	\$31.79	\$33.08	\$33.74
13	\$23.23	\$25.82	\$27.01	\$28.21	\$29.58	\$30.71	\$31.90	\$33.18	\$34.53	\$35.22
14	\$24.28	\$26.98	\$28.20	\$29.51	\$30.97	\$32.12	\$33.38	\$34.71	\$36.12	\$36.84
15	\$25.37	\$28.19	\$29.49	\$30.89	\$32.38	\$33.59	\$34.92	\$36.32	\$37.77	\$38.53
16	\$24.28	\$26.98	\$28.20	\$29.51	\$30.86	\$31.91	\$33.14	\$34.48	\$35.88	\$36.60
17	\$25.42	\$28.25	\$29.56	\$30.90	\$32.25	\$33.35	\$34.63	\$36.04	\$37.48	\$38.23
18	\$26.84	\$29.53	\$30.94	\$32.37	\$34.34	\$36.02	\$37.41	\$38.92	\$40.48	\$41.29
19	\$29.55	\$33.21	\$34.65	\$36.19	\$37.89	\$39.22	\$40.66	\$42.20	\$43.81	\$44.69

Salary Schedule RANGE	2023-2024									Longevity 2%
	2%	Increase								
	Initial	A	B	C	D	E	F	G	H	
1	\$15.34	\$17.06	\$17.70	\$18.33	\$19.17	\$19.82	\$20.60	\$21.42	\$22.27	\$22.72
2	\$16.18	\$17.95	\$18.66	\$19.37	\$20.25	\$20.97	\$21.78	\$22.64	\$23.57	\$24.04
3	\$16.51	\$18.34	\$19.06	\$19.77	\$20.68	\$21.42	\$22.23	\$23.13	\$24.05	\$24.53
4	\$17.13	\$19.01	\$19.75	\$20.55	\$21.49	\$22.25	\$23.11	\$24.03	\$25.02	\$25.52
5	\$17.67	\$19.64	\$20.42	\$21.22	\$22.22	\$23.02	\$23.89	\$24.85	\$25.85	\$26.37
6	\$18.26	\$20.29	\$21.07	\$21.94	\$22.97	\$23.79	\$24.71	\$25.70	\$26.75	\$27.29
7	\$18.86	\$20.96	\$21.83	\$22.71	\$23.77	\$24.63	\$25.58	\$26.62	\$27.69	\$28.24
8	\$19.53	\$21.69	\$22.60	\$23.56	\$24.69	\$25.58	\$26.56	\$27.64	\$28.74	\$29.31
9	\$20.26	\$22.51	\$23.47	\$24.45	\$25.61	\$26.54	\$27.57	\$28.68	\$29.84	\$30.44
10	\$21.03	\$23.37	\$24.36	\$25.45	\$26.65	\$27.64	\$28.70	\$29.87	\$31.05	\$31.67
11	\$22.42	\$24.31	\$25.36	\$26.49	\$27.73	\$28.75	\$29.88	\$31.08	\$32.34	\$32.99
12	\$22.76	\$25.32	\$26.40	\$27.59	\$28.93	\$30.00	\$31.17	\$32.43	\$33.74	\$34.41
13	\$23.69	\$26.34	\$27.55	\$28.77	\$30.17	\$31.32	\$32.54	\$33.84	\$35.22	\$35.92
14	\$24.77	\$27.52	\$28.76	\$30.10	\$31.59	\$32.76	\$34.05	\$35.40	\$36.84	\$37.58
15	\$25.88	\$28.75	\$30.08	\$31.51	\$33.03	\$34.26	\$35.62	\$37.05	\$38.53	\$39.30
16	\$24.77	\$27.52	\$28.76	\$30.10	\$31.48	\$32.55	\$33.80	\$35.17	\$36.60	\$37.33
17	\$25.93	\$28.82	\$30.15	\$31.52	\$32.90	\$34.02	\$35.32	\$36.76	\$38.23	\$38.99
18	\$27.38	\$30.12	\$31.56	\$33.02	\$35.03	\$36.74	\$38.16	\$39.70	\$41.29	\$42.12
19	\$30.14	\$33.87	\$35.34	\$36.91	\$38.65	\$40.00	\$41.47	\$43.04	\$44.69	\$45.58

WHEREAS, the KPBSD and KPESA (“the Parties”) recognizes the importance of retaining and recruiting to fill vacant positions during the 2022-2023 and 2023-2024 school years amidst a post-pandemic inflation increase:

NOW THEREFORE, the Parties agree that the salary schedules of Article 16 of the CBA for the 2022-2023 and 2023-2024 school years shall be:

2022-23

Salary Schedule RANGE	Initial	A	B	C	D	E	F	G	H	LONGEVITY 2%
1	\$16.73	\$17.35	\$17.97	\$18.79	\$19.43	\$20.20	\$21.00	\$21.83	\$22.27	\$22.72
2	\$17.60	\$18.29	\$18.99	\$19.85	\$20.56	\$21.35	\$22.20	\$23.11	\$23.57	\$24.04
3	\$17.98	\$18.69	\$19.38	\$20.27	\$21.00	\$21.79	\$22.68	\$23.58	\$24.05	\$24.53
4	\$18.64	\$19.36	\$20.15	\$21.07	\$21.81	\$22.66	\$23.56	\$24.53	\$25.02	\$25.52
5	\$19.25	\$20.02	\$20.80	\$21.78	\$22.57	\$23.42	\$24.36	\$25.34	\$25.85	\$26.37
6	\$19.89	\$20.66	\$21.51	\$22.52	\$23.32	\$24.23	\$25.20	\$26.23	\$26.75	\$27.29
7	\$20.55	\$21.40	\$22.26	\$23.30	\$24.15	\$25.08	\$26.10	\$27.15	\$27.69	\$28.24
8	\$21.26	\$22.16	\$23.10	\$24.21	\$25.08	\$26.04	\$27.10	\$28.18	\$28.74	\$29.31
9	\$22.07	\$23.01	\$23.97	\$25.11	\$26.02	\$27.03	\$28.12	\$29.25	\$29.84	\$30.44
10	\$22.91	\$23.88	\$24.95	\$26.13	\$27.10	\$28.14	\$29.28	\$30.44	\$31.05	\$31.67
11	\$23.83	\$24.86	\$25.97	\$27.19	\$28.19	\$29.29	\$30.47	\$31.71	\$32.34	\$32.99
12	\$24.82	\$25.88	\$27.05	\$28.36	\$29.41	\$30.56	\$31.79	\$33.08	\$33.74	\$34.41
13	\$25.82	\$27.01	\$28.21	\$29.58	\$30.71	\$31.90	\$33.18	\$34.53	\$35.22	\$35.92
14	\$26.98	\$28.20	\$29.51	\$30.97	\$32.12	\$33.38	\$34.71	\$36.12	\$36.84	\$37.58
15	\$28.19	\$29.49	\$30.89	\$32.38	\$33.59	\$34.92	\$36.32	\$37.77	\$38.53	\$39.30
16	\$26.98	\$28.20	\$29.51	\$30.86	\$31.91	\$33.14	\$34.48	\$35.88	\$36.60	\$37.33
17	\$28.25	\$29.56	\$30.90	\$32.25	\$33.35	\$34.63	\$36.04	\$37.48	\$38.23	\$38.99
18	\$29.53	\$30.94	\$32.37	\$34.34	\$36.02	\$37.41	\$38.92	\$40.48	\$41.29	\$42.12
19	\$33.21	\$34.65	\$36.19	\$37.89	\$39.22	\$40.66	\$42.20	\$43.81	\$44.69	\$45.58

2023-24 2% Increase

Salary Schedule RANGE	Initial	A	B	C	D	E	F	G	H	LONGEVITY 2%
1	\$17.06	\$17.70	\$18.33	\$19.17	\$19.82	\$20.60	\$21.42	\$22.27	\$22.72	\$23.17
2	\$17.95	\$18.66	\$19.37	\$20.25	\$20.97	\$21.78	\$22.64	\$23.57	\$24.04	\$24.52
3	\$18.34	\$19.06	\$19.77	\$20.68	\$21.42	\$22.23	\$23.13	\$24.05	\$24.53	\$25.02
4	\$19.01	\$19.75	\$20.55	\$21.49	\$22.25	\$23.11	\$24.03	\$25.02	\$25.52	\$26.03
5	\$19.64	\$20.42	\$21.22	\$22.22	\$23.02	\$23.89	\$24.85	\$25.85	\$26.37	\$26.90
6	\$20.29	\$21.07	\$21.94	\$22.97	\$23.79	\$24.71	\$25.70	\$26.75	\$27.29	\$27.84
7	\$20.96	\$21.83	\$22.71	\$23.77	\$24.63	\$25.58	\$26.62	\$27.69	\$28.24	\$28.80
8	\$21.69	\$22.60	\$23.56	\$24.69	\$25.58	\$26.56	\$27.64	\$28.74	\$29.31	\$29.90
9	\$22.51	\$23.47	\$24.45	\$25.61	\$26.54	\$27.57	\$28.68	\$29.84	\$30.44	\$31.05
10	\$23.37	\$24.36	\$25.45	\$26.65	\$27.64	\$28.70	\$29.87	\$31.05	\$31.67	\$32.30
11	\$24.31	\$25.36	\$26.49	\$27.73	\$28.75	\$29.88	\$31.08	\$32.34	\$32.99	\$33.65
12	\$25.32	\$26.40	\$27.59	\$28.93	\$30.00	\$31.17	\$32.43	\$33.74	\$34.41	\$35.10
13	\$26.34	\$27.55	\$28.77	\$30.17	\$31.32	\$32.54	\$33.84	\$35.22	\$35.92	\$36.64
14	\$27.52	\$28.76	\$30.10	\$31.59	\$32.76	\$34.05	\$35.40	\$36.84	\$37.58	\$38.33
15	\$28.75	\$30.08	\$31.51	\$33.03	\$34.26	\$35.62	\$37.05	\$38.53	\$39.30	\$40.09
16	\$27.52	\$28.76	\$30.10	\$31.48	\$32.55	\$33.80	\$35.17	\$36.60	\$37.33	\$38.08
17	\$28.82	\$30.15	\$31.52	\$32.90	\$34.02	\$35.32	\$36.76	\$38.23	\$38.99	\$39.77
18	\$30.12	\$31.56	\$33.02	\$35.03	\$36.74	\$38.16	\$39.70	\$41.29	\$42.12	\$42.96
19	\$33.87	\$35.34	\$36.91	\$38.65	\$40.00	\$41.47	\$43.04	\$44.69	\$45.58	\$46.49

This agreement is not precedent setting and expires following the 2023-2024 school year.

Clayton Holland

Superintendent, Clayton Holland

____7/26/2022_____
Date

Susanna Litwiniak

KPESA President, Susanna Litwiniak

7/26/2022_____
Date