

MEMORANDUM OF AGREEMENT
BETWEEN THE
KENAI PENINSULA BOROUGH SCHOOL DISTRICT,
THE KENAI PENINSULA EDUCATIONAL SUPPORT ASSOCIATION (KPESA),
AND
THE KENAI PENINSULA EDUCATION ASSOCIATION (KPEA)

WHEREAS, the District, KPEA, and KPESA continue to bargain successor agreements to their current collective bargaining agreements, which expired on July 1, 2025; and,

WHEREAS, the parties have reached an agreement on KPEA Section 210 and KPESA Article 27, *Healthcare*; and,

WHEREAS, the parties believe it is in the best interest of all parties to implement their respective *Healthcare* section/article immediately,

NOW, THEREFORE, the parties agree to adopt KPEA Section 210 and KPESA Article 27 immediately as set forth in the attached agreement, effective for the FY26, FY27, and FY28 school years. This MOA applies only to the terms described herein. The provisions of this MOA shall be effective on the date of the signatures set forth below. KPEA Section 210 and KPESA Article 27 shall be incorporated into the full successor agreements upon their ratification.

District Lead Negotiator, Nate Crabtree / Date

KPESA President, Susanna Litwiniak/ Date

Board President, Jason Tauriainen/ Date

KPEA President, Rebecca Walker/ Date

Attached: KPEA Section 210 and KPESA Article 27 Agreement