

## Kenai Peninsula Borough School District - Collective Bargaining

Cost of KPESA and KPEA Proposals, October 8, 2018

KPESA Proposal to the District	Cost - Year 1 FY19	Cost - Year 2 FY20	Cost - Year 3 FY21	Total Cost
Article 10 P. Pay Warrants	AK Statute Sec 39.35.160, 39.35.170 & 39.35.270			
* Article 12 D Resignation - 3/1/18 revised proposal to KPBSD	103,251			103,251
Article 16 Salary Schedule	112,578	340,587	824,513	1,277,678
Article 17 G. Longevity	138,898	182,615	205,368	526,881
Article 17 A. Shift Differential	30,692	30,692	30,692	92,076
Article 20 Personal Leave	35,839			35,839
<b>Total KPESA Cost less Health Care</b>	<b>421,258</b>	<b>553,894</b>	<b>1,060,573</b>	<b>2,035,725</b>
<b>KPEA Proposal to the District</b>				
Section 105 Teachers' Salary Schedule	247,903	759,560	1,815,345	2,822,808
Section 105 Longevity	53,338	66,559	72,779	192,676
Section 110 E Salary Conditions	84,000	84,000	84,000	252,000
Section 320 Personal Leave	248,926			248,926
Section 340 M. Sick Leave		4 AAC 15.40 (a) (5)		
**Section 475 Teacher Preparation Periods				0
<b>Total KPEA Cost less Health Care</b>	<b>634,167</b>	<b>910,119</b>	<b>1,972,124</b>	<b>3,516,410</b>
<b>Health Care Proposal to the District</b>				
<b>***KPESA Article 27 and KPEA Section 210</b>	<b>1,513,271</b>	<b>121,062</b>	<b>242,123</b>	<b>1,876,456</b>
<b>Total Cost Proposals KPESA, KPEA and Health Care</b>	<b>2,568,696</b>	<b>1,585,075</b>	<b>3,274,820</b>	<b>7,428,591</b>

\*Article 12 D Resignation - 3/1/18 revised proposal to KPBSD This proposal is booked as an expenditure and held in a liability account until used or paid.

\*\*Section 475 Teacher Preparation Periods The cost of this proposal is currently being determined, as it will likely require additional staffing.

\*\*\*KPESA Article 27 and KPEA Section 210 This assumes a budget reduction was made to support this increased cost in year 1 and subsequent years at an 8% annual increase related to the \$1,513,271 increase. As an example, such a reduction could require the elimination of approximately 15 teaching positions.

To view Tentative Agreements (TA), proposals, and counterproposals, go to <http://bit.ly/CollectiveBargainingTA>