

**KPBSD Package Proposal to KPEA**  
**to settle the FY19, FY20, FY21 bargaining**

The current agreement continues for FY 19-21 except for all previous TAs that modify existing language, and except for the modifications to the existing language as follows, with applicability to those employed on the date of ratification.

- A change to the duration for July 1, 2019-June 30, 2021.
- Salary schedule increases in the amounts of .5 percent in FY19, 1 percent in FY20, and 2 percent in FY21. See exhibit A.4. These percent increases are in addition to automatic annual step increases for eligible employees averaging 2.67% on the FY18 salary schedule. For illustrative purposes see exhibit A.1.
- KPEA employees at C+90/M-T not receiving a step increase will receive an additional .5 percent in FY19, 1 percent in FY20, and 2 percent in FY21 based on the same year's salary in C+90/M-T.
- KPBSD offers to increase the District's portion of the current High Deductible Health Care Plan Cap from \$1,645.61/month to \$1,945.61/month. This equates to an increase of \$3,600.00 per employee plan member per year. KPBSD offers the two separate HDHCP designs proposed by the Associations on September 5, 2019. See attached health care plan document A.3.
- In addition, for FY20, the District will replenish the Employee Health Care Reserve Account for all employees to \$750,000.00. This equates to a District contribution of \$668,748.17, equaling \$618.07 per employee plan member for the year. This means that employees will not have to pay the reserve repayment of \$68.67 per month (over 9 months).
- For FY20 the District will pay an additional \$250,000.00 to the Employee Health Care Reserve Account to assist with any transition cost deficits.
- The District will issue a Request for Proposal (RFP) for health care insurance to private and public insurance providers for change effective January 1, 2021. The need for future RFPs will be considered annually.

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FY19 KPEA Proposed Salary Schedule (.5% Increase)

Step	C	C+18	C+36orM	C+54/M	C+72/M	C+90/M
1	48,285	49,713	52,110	53,817	55,523	57,235
2	49,713	52,111	53,817	55,523	57,235	58,943
3	52,110	53,818	55,523	57,235	58,943	60,653
4	53,817	55,524	57,235	58,943	60,653	62,363
5	55,523	57,235	58,943	60,653	62,363	64,071
6	57,235	58,943	60,653	62,363	64,071	65,777
7	58,941	60,677	62,363	64,071	65,777	67,483
8	61,454	62,363	64,071	65,777	67,483	69,196
9	63,128	64,071	65,777	67,483	69,196	70,902
10	64,767	66,578	67,483	69,196	70,902	72,611
11	66,378	68,253	69,196	70,902	72,611	74,317
12	67,954	69,895	71,704	72,611	74,317	76,026
13		71,502	73,041	74,317	76,026	77,735
14		73,080	74,715	76,026	77,735	79,447
15			76,357	78,537	80,247	81,960
16			77,965	80,209	81,922	83,498
17			79,542	81,851	83,563	85,172
18				83,458	85,171	86,814
19				85,037	86,748	88,421
20						89,999

FY20 KPEA Proposed Salary Schedule (1.0% Increase)

Step	C	C+18	C+36orM	C+54/M	C+72/M	C+90/M
1	48,768	50,210	52,631	54,355	56,078	57,807
2	50,210	52,632	54,355	56,078	57,807	59,533
3	52,631	54,356	56,078	57,807	59,533	61,259
4	54,355	56,079	57,807	59,533	61,259	62,987
5	56,078	57,807	59,533	61,259	62,987	64,711
6	57,807	59,533	61,259	62,987	64,711	66,435
7	59,531	61,284	62,987	64,711	66,435	68,158
8	62,068	62,987	64,711	66,435	68,158	69,888
9	63,759	64,711	66,435	68,158	69,888	71,611
10	65,415	67,244	68,158	69,888	71,611	73,337
11	67,042	68,935	69,888	71,611	73,337	75,060
12	68,634	70,594	72,421	73,337	75,060	76,787
13		72,217	73,772	75,060	76,787	78,512
14		73,810	75,462	76,787	78,512	80,242
15			77,120	79,322	81,050	82,779
16			78,745	81,011	82,741	84,333
17			80,337	82,670	84,398	86,023
18				84,293	86,022	87,682
19				85,887	87,615	89,305
20						90,899

FY21 KPEA Proposed Salary Schedule (2.0% Increase)

Step	C	C+18	C+36orM	C+54/M	C+72/M	C+90/M
1	49,743	51,215	53,684	55,442	57,200	58,963
2	51,215	53,685	55,442	57,200	58,963	60,723
3	53,684	55,443	57,200	58,963	60,723	62,484
4	55,442	57,201	58,963	60,723	62,484	64,247
5	57,200	58,963	60,723	62,484	64,247	66,006
6	58,963	60,723	62,484	64,247	66,006	67,764
7	60,821	62,509	64,247	66,006	67,764	69,521
8	63,310	64,247	66,006	67,764	69,521	71,286
9	65,035	66,006	67,764	69,521	71,286	73,043
10	66,723	68,589	69,521	71,286	73,043	74,804
11	68,383	70,314	71,286	73,043	74,804	76,561
12	70,006	72,006	73,869	74,804	76,561	78,322
13		73,661	75,247	76,561	78,322	80,082
14		75,287	76,971	78,322	80,082	81,847
15			78,663	80,909	82,671	84,435
16			80,319	82,631	84,396	86,020
17			81,944	84,323	86,086	87,744
18				85,979	87,743	89,436
19				87,605	89,367	91,091
20						92,717



# KPEA STEP MOVEMENT ILLUSTRATION

## Step Movement Only

		FY18
	Step	C+36orM
	1	51,851
	2	53,549
	3	55,247
	4	56,950
	5	58,650
	6	60,351
	7	62,053
	8	63,752
	9	65,450
	10	67,147
FY18	11	68,852
FY19	12	71,347
FY20	13	72,678
FY21	14	74,343
	15	75,977
	16	77,577
	17	79,146
	18	
	19	
	20	

Increase from FY18 to FY19	\$ 2,495
Increase from FY19 to FY20	\$ 1,331
Increase from FY20 to FY21	\$ 1,665

**Total Increase Step Only \$ 5,491**

## \*KPBSD CURRENT OFFER\* Step Movement with Percent Increase

	FY18	FY19 0.50%	FY20 1.00%	FY21 2.00%
Step	C+36orM	C+36orM	C+36orM	C+36orM
1	51,851	52,110	52,631	53,684
2	53,549	53,817	54,355	55,442
3	55,247	55,523	56,078	57,200
4	56,950	57,235	57,807	58,963
5	58,650	58,943	59,533	60,723
6	60,351	60,653	61,259	62,484
7	62,053	62,363	62,987	64,247
8	63,752	64,071	64,711	66,006
9	65,450	65,777	66,435	67,764
10	67,147	67,483	68,158	69,521
11	68,852	69,196	69,888	71,286
12	71,347	71,704	72,421	73,869
13	72,678	73,041	73,772	75,247
14	74,343	74,715	75,462	76,971
15	75,977	76,357	77,120	78,663
16	77,577	77,965	78,745	80,319
17	79,146	79,542	80,337	81,944
18				
19				
20				

<i>Increase from FY18 to FY19</i>	<i>\$ 2,852</i>
<i>Increase from FY19 to FY20</i>	<i>\$ 2,068</i>
<i>Increase from FY20 to FY21</i>	<i>\$ 3,199</i>

**Total Increase with Percent Increase \$ 8,119**

\*Average teacher salary of \$68,852 (C+36 or M). Over 3 yrs with the Compounding .5%, 1%, and 2% and step movement this example teacher salary will be \$76,971.00

# Kenai Peninsula Borough School District

## September 12, 2019 Offer to KPEA and KPESA based on Association's HDHCP designs

KPBSD Cap Related Information	District Portion of Cap Increase By <u>\$300</u> Per Month	
	HRA HDHP 90/10	HSA HDHP 90/10
District	\$ 1,945.61	\$ 1,945.61
Employee	\$ 216.18	\$ 216.18
Monthly Total	\$ 2,161.79	\$ 2,161.79
<b>100% Migration 50% to HRA and 50% to HSA FY20 - Broker Recommended Rate</b>	\$ 2,412.34	\$ 2,403.35
Amount above/below Cap	\$ 250.55	\$ 241.56
50% of Excess District	\$ 125.28	\$ 120.78
50% of Excess Employees	\$ 125.28	\$ 120.78
District per Month	\$ 2,070.89	\$ 2,066.39
Employee per Month	\$ 341.45	\$ 336.96
Total FY20 Monthly Amounts	\$ 2,412.34	\$ 2,403.35
Monthly District Cost For All Employees	\$ 1,112,065.54	\$ 1,109,651.73
Monthly Employee Cost For All Employees	\$ 183,361.04	\$ 180,947.22
Yearly District Cost For All Employees	\$ 13,344,786.52	\$ 13,315,820.74
Yearly Employee Cost For All Employees	\$ 2,200,332.44	\$ 2,171,366.66
Yearly Cost	\$ 4,097.45	\$ 4,043.51
12 Month Co-Pay	\$ 341.45	\$ 336.96
9 Month Co-Pay	\$ 455.27	\$ 449.28