

**KPBSD Package Proposal to KPESA**

**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 modifications to existing language as follows, with applicability to those employed on the date of ratification.

- A change in duration to 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.5. These percent increases are in addition to automatic annual step increases for eligible employees averaging 4.98% on the FY18 salary schedule. For illustrative purposes see exhibit A.2.
- KPESA employees not receiving a step increase will receive an additional .5 percent in FY19, 1 percent in FY20, and 2 percent in FY21, off base salary in that year's Column H.
- 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. This shift differential is retroactive to July 1, 2018 for those eligible employees employed as of the date of ratification.
- Addition of Article 37 Extracurricular Programs.
- 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 is 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 is 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 Proposed KPESA Salary Schedule (.5% increase)

| RANGE | Initial | A       | B       | C       | D       | E       | F       | G       | H       |
|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 1     | \$14.46 | \$16.08 | \$16.67 | \$17.27 | \$18.06 | \$18.67 | \$19.42 | \$20.18 | \$20.98 |
| 2     | \$15.24 | \$16.92 | \$17.57 | \$18.25 | \$19.07 | \$19.76 | \$20.52 | \$21.34 | \$22.21 |
| 3     | \$15.56 | \$17.28 | \$17.96 | \$18.62 | \$19.49 | \$20.18 | \$20.94 | \$21.80 | \$22.66 |
| 4     | \$16.13 | \$17.92 | \$18.60 | \$19.37 | \$20.25 | \$20.96 | \$21.78 | \$22.64 | \$23.57 |
| 5     | \$16.64 | \$18.50 | \$19.24 | \$19.99 | \$20.93 | \$21.69 | \$22.51 | \$23.42 | \$24.36 |
| 6     | \$17.20 | \$19.11 | \$19.86 | \$20.67 | \$21.64 | \$22.42 | \$23.29 | \$24.22 | \$25.21 |
| 7     | \$17.77 | \$19.75 | \$20.56 | \$21.40 | \$22.40 | \$23.21 | \$24.10 | \$25.08 | \$26.09 |
| 8     | \$18.41 | \$20.44 | \$21.30 | \$22.20 | \$23.27 | \$24.10 | \$25.02 | \$26.04 | \$27.08 |
| 9     | \$19.08 | \$21.21 | \$22.11 | \$23.03 | \$24.13 | \$25.00 | \$25.98 | \$27.02 | \$28.11 |
| 10    | \$19.82 | \$22.02 | \$22.95 | \$23.98 | \$25.11 | \$26.04 | \$27.04 | \$28.14 | \$29.26 |
| 11    | \$21.12 | \$22.90 | \$23.89 | \$24.96 | \$26.13 | \$27.09 | \$28.15 | \$29.29 | \$30.48 |
| 12    | \$21.45 | \$23.85 | \$24.87 | \$25.99 | \$27.26 | \$28.27 | \$29.38 | \$30.55 | \$31.79 |
| 13    | \$22.33 | \$24.81 | \$25.96 | \$27.11 | \$28.44 | \$29.51 | \$30.65 | \$31.89 | \$33.19 |
| 14    | \$23.34 | \$25.93 | \$27.10 | \$28.37 | \$29.76 | \$30.87 | \$32.08 | \$33.37 | \$34.71 |
| 15    | \$24.39 | \$27.09 | \$28.35 | \$29.68 | \$31.12 | \$32.29 | \$33.55 | \$34.90 | \$36.31 |
| 16    | \$23.34 | \$25.93 | \$27.10 | \$28.37 | \$29.65 | \$30.66 | \$31.85 | \$33.14 | \$34.48 |
| 17    | \$24.44 | \$27.15 | \$28.42 | \$29.69 | \$30.99 | \$32.05 | \$33.29 | \$34.63 | \$36.02 |
| 18    | \$25.79 | \$28.39 | \$29.73 | \$31.11 | \$33.00 | \$34.61 | \$35.95 | \$37.40 | \$38.90 |
| 19    | \$28.41 | \$31.92 | \$33.31 | \$34.78 | \$36.41 | \$37.69 | \$39.08 | \$40.55 | \$42.11 |



FY20 Proposed KPESA Salary Schedule (1.0% increase)

| RANGE | Initial | A       | B       | C       | D       | E       | F       | G       | H       |
|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 1     | \$14.60 | \$16.24 | \$16.84 | \$17.44 | \$18.24 | \$18.86 | \$19.61 | \$20.38 | \$21.19 |
| 2     | \$15.39 | \$17.09 | \$17.74 | \$18.43 | \$19.27 | \$19.96 | \$20.73 | \$21.55 | \$22.43 |
| 3     | \$15.71 | \$17.45 | \$18.14 | \$18.81 | \$19.68 | \$20.38 | \$21.15 | \$22.02 | \$22.89 |
| 4     | \$16.29 | \$18.10 | \$18.79 | \$19.56 | \$20.45 | \$21.17 | \$22.00 | \$22.87 | \$23.80 |
| 5     | \$16.81 | \$18.69 | \$19.43 | \$20.19 | \$21.14 | \$21.90 | \$22.74 | \$23.65 | \$24.00 |
| 6     | \$17.37 | \$19.30 | \$20.06 | \$20.88 | \$21.85 | \$22.65 | \$23.52 | \$24.46 | \$25.46 |
| 7     | \$17.95 | \$19.95 | \$20.77 | \$21.61 | \$22.63 | \$23.44 | \$24.34 | \$25.34 | \$26.35 |
| 8     | \$18.60 | \$20.65 | \$21.51 | \$22.42 | \$23.50 | \$24.34 | \$25.27 | \$26.30 | \$27.36 |
| 9     | \$19.28 | \$21.42 | \$22.33 | \$23.26 | \$24.37 | \$25.25 | \$26.24 | \$27.29 | \$28.39 |
| 10    | \$20.02 | \$22.24 | \$23.18 | \$24.22 | \$25.37 | \$26.30 | \$27.31 | \$28.42 | \$29.55 |
| 11    | \$21.33 | \$23.13 | \$24.13 | \$25.21 | \$26.39 | \$27.37 | \$28.43 | \$29.58 | \$30.79 |
| 12    | \$21.66 | \$24.09 | \$25.12 | \$26.25 | \$27.53 | \$28.55 | \$29.67 | \$30.86 | \$32.11 |
| 13    | \$22.55 | \$25.06 | \$26.22 | \$27.39 | \$28.73 | \$29.80 | \$30.96 | \$32.21 | \$33.52 |
| 14    | \$23.57 | \$26.19 | \$27.38 | \$28.65 | \$30.06 | \$31.18 | \$32.40 | \$33.70 | \$35.06 |
| 15    | \$24.64 | \$27.37 | \$28.63 | \$29.97 | \$31.44 | \$32.61 | \$33.88 | \$35.25 | \$36.67 |
| 16    | \$23.57 | \$26.19 | \$27.38 | \$28.65 | \$29.94 | \$30.97 | \$32.17 | \$33.48 | \$34.83 |
| 17    | \$24.69 | \$27.42 | \$28.71 | \$29.98 | \$31.30 | \$32.37 | \$33.62 | \$34.98 | \$36.38 |
| 18    | \$26.05 | \$28.68 | \$30.03 | \$31.43 | \$33.33 | \$34.96 | \$36.31 | \$37.77 | \$39.29 |
| 19    | \$28.70 | \$32.24 | \$33.64 | \$35.13 | \$36.78 | \$38.06 | \$39.48 | \$40.96 | \$42.53 |



FY21 Proposed KPESA Salary Schedule (2.0% increase)

| RANGE | Initial | A       | B       | C       | D       | E       | F       | G       | H       |
|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 1     | \$14.90 | \$16.57 | \$17.18 | \$17.79 | \$18.61 | \$19.24 | \$20.00 | \$20.79 | \$21.62 |
| 2     | \$15.70 | \$17.44 | \$18.10 | \$18.80 | \$19.65 | \$20.36 | \$21.14 | \$21.98 | \$22.88 |
| 3     | \$16.03 | \$17.80 | \$18.50 | \$19.19 | \$20.08 | \$20.79 | \$21.58 | \$22.46 | \$23.35 |
| 4     | \$16.62 | \$18.46 | \$19.16 | \$19.95 | \$20.86 | \$21.60 | \$22.44 | \$23.33 | \$24.28 |
| 5     | \$17.15 | \$19.06 | \$19.82 | \$20.59 | \$21.57 | \$22.34 | \$23.19 | \$24.12 | \$25.10 |
| 6     | \$17.71 | \$19.68 | \$20.46 | \$21.30 | \$22.29 | \$23.10 | \$23.99 | \$24.95 | \$25.97 |
| 7     | \$18.31 | \$20.34 | \$21.18 | \$22.04 | \$23.08 | \$23.91 | \$24.83 | \$25.84 | \$26.88 |
| 8     | \$18.97 | \$21.06 | \$21.94 | \$22.87 | \$23.97 | \$24.83 | \$25.78 | \$26.83 | \$27.90 |
| 9     | \$19.66 | \$21.85 | \$22.78 | \$23.73 | \$24.86 | \$25.76 | \$26.76 | \$27.84 | \$28.96 |
| 10    | \$20.42 | \$22.68 | \$23.65 | \$24.70 | \$25.87 | \$26.83 | \$27.86 | \$28.99 | \$30.14 |
| 11    | \$21.75 | \$23.60 | \$24.61 | \$25.72 | \$26.92 | \$27.91 | \$29.00 | \$30.17 | \$31.40 |
| 12    | \$22.09 | \$24.57 | \$25.62 | \$26.77 | \$28.08 | \$29.12 | \$30.26 | \$31.47 | \$32.75 |
| 13    | \$23.01 | \$25.56 | \$26.74 | \$27.93 | \$29.30 | \$30.40 | \$31.58 | \$32.85 | \$34.19 |
| 14    | \$24.04 | \$26.71 | \$27.92 | \$29.23 | \$30.66 | \$31.81 | \$33.05 | \$34.37 | \$35.76 |
| 15    | \$25.13 | \$27.91 | \$29.21 | \$30.57 | \$32.06 | \$33.27 | \$34.56 | \$35.96 | \$37.41 |
| 16    | \$24.04 | \$26.71 | \$27.92 | \$29.23 | \$30.54 | \$31.59 | \$32.81 | \$34.15 | \$35.52 |
| 17    | \$25.18 | \$27.96 | \$29.28 | \$30.58 | \$31.93 | \$33.02 | \$34.29 | \$35.68 | \$37.11 |
| 18    | \$26.57 | \$29.25 | \$30.63 | \$32.05 | \$34.00 | \$35.66 | \$37.03 | \$38.53 | \$40.08 |
| 19    | \$29.27 | \$32.88 | \$34.31 | \$35.83 | \$37.51 | \$38.83 | \$40.26 | \$41.78 | \$43.38 |

# KPESA STEP MOVEMENT ILLUSTRATION

## Custodial I-Calendar Days 206

Sample Custodian I, Range 4, Step C Salary Schedule

| Step Movement Only        |             |             |             |             |
|---------------------------|-------------|-------------|-------------|-------------|
|                           | FY18        | FY19        | FY20        | FY21        |
| RANGE                     | B           | C           | D           | E           |
| 4                         | \$18.51     | \$19.27     | \$20.15     | \$20.86     |
| 206 Days, 8 hours per day | \$30,504.48 | \$31,756.96 | \$33,207.20 | \$34,377.28 |

Total Increase Step Only FY18 - FY21

\$3,872.80

## \*KPBSD CURRENT OFFER\*

### Step Movement w/percent increase

|             | FY18        | FY19        | FY20        | FY21  |
|-------------|-------------|-------------|-------------|-------|
|             |             | 0.50%       | 1.00%       | 2.00% |
| B           | C           | D           | E           |       |
| \$18.51     | \$19.37     | \$20.45     | \$21.60     |       |
| \$30,504.48 | \$31,921.76 | \$33,701.60 | \$35,596.80 |       |

Total With Percent Increase FY18 - FY21

\$5,092.32

## Secretary II-Calendar Days 199

Sample Secretary II, Range 7, Step C Salary Schedule

|                           | FY18        | FY19        | FY20        | FY21        |
|---------------------------|-------------|-------------|-------------|-------------|
| RANGE                     | B           | C           | D           | E           |
| 7                         | \$20.46     | \$21.29     | \$22.29     | \$23.09     |
| 199 Days, 8 hours per day | \$32,572.32 | \$33,893.68 | \$35,485.68 | \$36,759.28 |

Total Increase Step Only FY18 - FY21

\$4,186.96

|             | FY18        | FY19        | FY20        | FY21  |
|-------------|-------------|-------------|-------------|-------|
|             |             | 0.50%       | 1.00%       | 2.00% |
| B           | C           | D           | E           |       |
| \$20.46     | \$21.40     | \$22.63     | \$23.91     |       |
| \$32,572.32 | \$34,068.80 | \$36,026.96 | \$38,064.72 |       |

Total Increase FY18 - FY21

\$5,492.40

## Tutor/Aide-Calendar Days 189

Sample Tutor/aide Range 4, Step C Salary Schedule

|                            | FY18        | FY19        | FY20        | FY21        |
|----------------------------|-------------|-------------|-------------|-------------|
| RANGE                      | B           | C           | D           | E           |
| 7                          | \$20.46     | \$21.29     | \$22.29     | \$23.09     |
| 189 Days, 7 hours per days | \$27,068.58 | \$28,166.67 | \$29,489.67 | \$30,548.07 |

Total Increase Step Only FY18 - FY21

\$3,479.49

|             | FY18        | FY19        | FY20        | FY21  |
|-------------|-------------|-------------|-------------|-------|
|             |             | 0.50%       | 1.00%       | 2.00% |
| B           | C           | D           | E           |       |
| \$20.46     | \$21.40     | \$22.63     | \$23.91     |       |
| \$27,068.58 | \$28,312.20 | \$29,939.49 | \$31,632.93 |       |

Total Increase FY18 - FY21

\$4,564.35



**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<br><u>\$300</u> Per Month |                   |
|---|---|-------------------|
|   | HRA<br>HDHP 90/10   | HSA<br>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</b><br>FY20 - Broker Recommended Rate | \$ 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         |

Appendix A.3