

Package Proposals
Presented to the
Kenai Peninsula Borough School District
From the
Kenai Peninsula Education Association
On October 17th 2018

To expedite agreement, the KPEA presents for consideration the following package of proposals. KPEA would tentatively agree to a successor agreement containing articles hitherto tentatively agreed upon and the following package of proposals. Should KPEA not receive a response by the end of the business day October 31, 2018 this package would be considered expired.

KPEA does not amend, withdraw, or modify any previously made proposals outside of this package.

Article 650 Duration

Duration: Three years

650 Duration

The Agreement will remain in full force and effect retroactive to July 1, ~~2015~~ **2018**, unless a later effective date is set forth in this Agreement, until June 30, ~~2018~~ **2021**.

No later than January 15th of the year in which this agreement terminates, either party may give notice of its desire to open negotiations with respect to a successor agreement by delivering a written request to the other party. The notification shall indicate the initial items of negotiations in which the serving party is interested and a brief description of the nature of the changes.

The parties will meet to negotiate on such termination, modification, or amendments no later than February 15th of the year in which this agreement terminates. Those items contained in the opening notifications and any additional items brought to the first bargaining session shall be the only items discussed during the negotiations sessions, unless mutually agreed.

Nothing herein will preclude the termination, modification, or amendment of this Agreement at any time by written mutual consent of the parties.

Change any other references to the effective dates accordingly.

Article 105 Teacher's Salary Schedule

Salary

Effective July 1, 2018 a 0.5% increase to the 2017-2018 salary schedule

Effective July 1, 2019 a 1.0% increase to the 2018-2019 salary schedule

Effective July 1, 2020 a 2.0% increase to the 2019-2020 salary schedule

Replace Article 105 with the following

105 TEACHER'S SALARY SCHEDULE

2017-2018 (1.5% increase)

Step	C	C+18	C+36 or M	C+54/M	C+72/M	C+90/M
(A)	48,045	49,466	51,851	53,549	55,247	56,950
(B)	49,466	51,852	53,549	55,247	56,950	58,650
(C)	51,851	53,550	55,247	56,950	58,650	60,351
(D)	53,549	55,248	56,950	58,650	60,351	62,053
(E)	55,247	56,950	58,650	60,351	62,053	63,752
(F)	56,950	58,650	60,351	62,053	63,752	65,450
(G)	58,648	60,375	62,053	63,752	65,450	67,147
(H)	61,148	62,053	63,752	65,450	67,147	68,852
(I)	62,814	63,752	65,450	67,147	68,852	70,549
(J)	64,445	66,247	67,147	68,852	70,549	72,250
(K)	66,048	67,913	68,852	70,549	72,250	73,947
(L)	67,616	69,547	71,347	72,250	73,947	75,648
(M)		71,146	72,678	73,947	75,648	77,348
(N)		72,716	74,343	75,648	77,348	79,052
(O)			75,977	78,146	79,848	81,552
(P)			77,577	79,810	81,514	83,083
(Q)			79,146	81,444	83,147	84,748
(R)				83,043	84,747	86,382
(S)				84,614	86,316	87,981
(T)						89,551
Step and column movement to all eligible employees					LONGEVITY	91,274

2018-2019 (.5% increase)

Step	C	C+18	C+36 or M	C+54/M	C+72/M	C+90/M
(A)	48,285	49,713	52,110	53,817	55,523	57,235
(B)	49,713	52,111	53,817	55,523	57,235	58,943
(C)	52,110	53,818	55,523	57,235	58,943	60,653
(D)	53,817	55,524	57,235	58,943	60,653	62,363
(E)	55,523	57,235	58,943	60,653	62,363	64,071
(F)	57,235	58,943	60,653	62,363	64,071	65,777
(G)	58,941	60,677	62,363	64,071	65,777	67,483

<u>(H)</u>	<u>61,454</u>	<u>62,363</u>	<u>64,071</u>	<u>65,777</u>	<u>67,483</u>	<u>69,196</u>
<u>(I)</u>	<u>63,128</u>	<u>64,071</u>	<u>65,777</u>	<u>67,483</u>	<u>69,196</u>	<u>70,902</u>
<u>(J)</u>	<u>64,767</u>	<u>66,578</u>	<u>67,483</u>	<u>69,196</u>	<u>70,902</u>	<u>72,611</u>
<u>(K)</u>	<u>66,378</u>	<u>68,253</u>	<u>69,196</u>	<u>70,902</u>	<u>72,611</u>	<u>74,317</u>
<u>(L)</u>	<u>67,954</u>	<u>69,895</u>	<u>71,704</u>	<u>72,611</u>	<u>74,317</u>	<u>76,026</u>
<u>(M)</u>		<u>71,502</u>	<u>73,041</u>	<u>74,317</u>	<u>76,026</u>	<u>77,735</u>
<u>(N)</u>		<u>73,080</u>	<u>74,715</u>	<u>76,026</u>	<u>77,735</u>	<u>79,447</u>
<u>(O)</u>			<u>76,357</u>	<u>78,537</u>	<u>80,247</u>	<u>81,960</u>
<u>(P)</u>			<u>77,965</u>	<u>80,209</u>	<u>81,922</u>	<u>83,498</u>
<u>(Q)</u>			<u>79,542</u>	<u>81,851</u>	<u>83,563</u>	<u>85,172</u>
<u>(R)</u>				<u>83,458</u>	<u>85,171</u>	<u>86,814</u>
<u>(S)</u>				<u>85,037</u>	<u>86,748</u>	<u>88,421</u>
<u>(T)</u>						<u>89,999</u>
Step and column movement to all eligible employees					LONGEVITY	91,730

2019-2020 (1.0% increase)

<u>Step</u>	<u>C</u>	<u>C+18</u>	<u>C+36 or M</u>	<u>C+54/M</u>	<u>C+72/M</u>	<u>C+90/M</u>
<u>(A)</u>	<u>48,768</u>	<u>50,210</u>	<u>52,631</u>	<u>54,355</u>	<u>56,078</u>	<u>57,807</u>
<u>(B)</u>	<u>50,210</u>	<u>52,632</u>	<u>54,355</u>	<u>56,078</u>	<u>57,807</u>	<u>59,533</u>
<u>(C)</u>	<u>52,631</u>	<u>54,356</u>	<u>56,078</u>	<u>57,807</u>	<u>59,533</u>	<u>61,259</u>
<u>(D)</u>	<u>54,355</u>	<u>56,079</u>	<u>57,807</u>	<u>59,533</u>	<u>61,259</u>	<u>62,987</u>
<u>(E)</u>	<u>56,078</u>	<u>57,807</u>	<u>59,533</u>	<u>61,259</u>	<u>62,987</u>	<u>64,711</u>
<u>(F)</u>	<u>57,807</u>	<u>59,533</u>	<u>61,259</u>	<u>62,987</u>	<u>64,711</u>	<u>66,435</u>
<u>(G)</u>	<u>59,531</u>	<u>61,284</u>	<u>62,987</u>	<u>64,711</u>	<u>66,435</u>	<u>68,158</u>
<u>(H)</u>	<u>62,068</u>	<u>62,987</u>	<u>64,711</u>	<u>66,435</u>	<u>68,158</u>	<u>69,888</u>
<u>(I)</u>	<u>63,759</u>	<u>64,711</u>	<u>66,435</u>	<u>68,158</u>	<u>69,888</u>	<u>71,611</u>
<u>(J)</u>	<u>65,415</u>	<u>67,244</u>	<u>68,158</u>	<u>69,888</u>	<u>71,611</u>	<u>73,337</u>
<u>(K)</u>	<u>67,042</u>	<u>68,935</u>	<u>69,888</u>	<u>71,611</u>	<u>73,337</u>	<u>75,060</u>
<u>(L)</u>	<u>68,634</u>	<u>70,594</u>	<u>72,421</u>	<u>73,337</u>	<u>75,060</u>	<u>76,787</u>
<u>(M)</u>		<u>72,217</u>	<u>73,772</u>	<u>75,060</u>	<u>76,787</u>	<u>78,512</u>
<u>(N)</u>		<u>73,810</u>	<u>75,462</u>	<u>76,787</u>	<u>78,512</u>	<u>80,242</u>
<u>(O)</u>			<u>77,120</u>	<u>79,322</u>	<u>81,050</u>	<u>82,779</u>
<u>(P)</u>			<u>78,745</u>	<u>81,011</u>	<u>82,741</u>	<u>84,333</u>
<u>(Q)</u>			<u>80,337</u>	<u>82,670</u>	<u>84,398</u>	<u>86,023</u>
<u>(R)</u>				<u>84,293</u>	<u>86,022</u>	<u>87,682</u>
<u>(S)</u>				<u>85,887</u>	<u>87,615</u>	<u>89,305</u>
<u>(T)</u>						<u>90,899</u>
Step and column movement to all eligible employees					LONGEVITY	92,648

2020-2021 (1.5% increase)

<u>Step</u>	<u>C</u>	<u>C+18</u>	<u>C+36 or M</u>	<u>C+54/M</u>	<u>C+72/M</u>	<u>C+90/M</u>
<u>(A)</u>	<u>49,500</u>	<u>50,964</u>	<u>53,421</u>	<u>55,170</u>	<u>56,920</u>	<u>58,674</u>
<u>(B)</u>	<u>50,964</u>	<u>53,422</u>	<u>55,170</u>	<u>56,920</u>	<u>58,674</u>	<u>60,426</u>
<u>(C)</u>	<u>53,421</u>	<u>55,171</u>	<u>56,920</u>	<u>58,674</u>	<u>60,426</u>	<u>62,178</u>
<u>(D)</u>	<u>55,170</u>	<u>56,921</u>	<u>58,674</u>	<u>60,426</u>	<u>62,178</u>	<u>63,932</u>

<u>(E)</u>	<u>56,920</u>	<u>58,674</u>	<u>60,426</u>	<u>62,178</u>	<u>63,932</u>	<u>65,682</u>
<u>(F)</u>	<u>58,674</u>	<u>60,426</u>	<u>62,178</u>	<u>63,932</u>	<u>65,682</u>	<u>67,432</u>
<u>(G)</u>	<u>60,424</u>	<u>62,203</u>	<u>63,932</u>	<u>65,682</u>	<u>67,432</u>	<u>69,180</u>
<u>(H)</u>	<u>62,999</u>	<u>63,932</u>	<u>65,682</u>	<u>67,432</u>	<u>69,180</u>	<u>70,937</u>
<u>(I)</u>	<u>64,716</u>	<u>65,682</u>	<u>67,432</u>	<u>69,180</u>	<u>70,937</u>	<u>72,685</u>
<u>(J)</u>	<u>66,396</u>	<u>68,253</u>	<u>69,180</u>	<u>70,937</u>	<u>72,685</u>	<u>74,437</u>
<u>(K)</u>	<u>68,048</u>	<u>69,969</u>	<u>70,937</u>	<u>72,685</u>	<u>74,437</u>	<u>76,186</u>
<u>(L)</u>	<u>69,663</u>	<u>71,653</u>	<u>73,507</u>	<u>74,437</u>	<u>76,186</u>	<u>77,938</u>
<u>(M)</u>		<u>73,300</u>	<u>74,878</u>	<u>76,186</u>	<u>77,938</u>	<u>79,690</u>
<u>(N)</u>		<u>74,918</u>	<u>76,594</u>	<u>77,938</u>	<u>79,690</u>	<u>81,445</u>
<u>(O)</u>			<u>78,277</u>	<u>80,512</u>	<u>82,265</u>	<u>84,021</u>
<u>(P)</u>			<u>79,926</u>	<u>82,226</u>	<u>83,982</u>	<u>85,598</u>
<u>(Q)</u>			<u>81,542</u>	<u>83,910</u>	<u>85,664</u>	<u>87,314</u>
<u>(R)</u>				<u>85,557</u>	<u>87,313</u>	<u>88,997</u>
<u>(S)</u>				<u>87,176</u>	<u>88,929</u>	<u>90,645</u>
<u>(T)</u>						<u>92,262</u>
<u>Step and column movement to all eligible employees</u>				<u>LONGEVITY</u>		<u>94,037</u>

210 HEALTH CARE

The District health care program is self-funded. Program costs are solely a product of administrative expenses and actual claims experience as reported in the District's final annual CAFR.

A Health Care Program Committee (HCPC) shall be composed of four (4) representatives selected by the Kenai Peninsula Education Association, three (3) representatives selected by the Kenai Peninsula Education Support Association, one (1) representative selected by the Kenai Peninsula Administrator Association, and three (3) current employee representatives selected by the Superintendent. The Health Care Committee shall select a chairperson from its membership. The Plan Administrator and Benefits Manager are non-voting advisors to the committee. The HCPC shall select a chairperson from its committee of voting members.

A quorum for the meetings shall require no fewer than nine (9) committee members. The HCPC will conduct a formal vote on any matter that could impact the cost or benefits of the health care program or on any matter that would require a change in the summary plan description. Formal votes shall require an eighty percent (80%) vote of the total voting committee members to pass.

The committee shall annually review by-laws in September of each year unless the committee deems that an alternate time would be better. The committee will meet monthly unless this is changed by the committee members in accordance with the committee's by-laws.

The HCPC shall be empowered to determine health care benefits different from benefits in the plan in place on ~~July 1, 2015~~/January 1, ~~2017~~ 2019. The committee will determine and control the health care program for all District employees covered by the program during the term of this agreement including but not limited to the following: benefits and coverage provided, cost containment measures, preferred provider programs, co-payment provisions, evaluating other health insurance programs, and implementing any wellness measures it deems beneficial to employees and the health care program. The District shall not be required to adopt changes made by the HCPC which would result in violations of established laws or regulations.

The HCPC shall be advisory to matters related to Broker selection, Third Party Administration and Stop-Loss insurance.

The District shall not be required to adopt changes made by this committee which would result in violations of established laws or regulations.

The District agrees to work with the HCPC to provide reasonable time for meetings and provide adequate support, including an expert health care consultant for plan

design. Administrative leave will be provided for all participants.

Members who have alternative health insurance coverage meeting the minimum ACA requirements may elect to waive their entitlement to District provided health insurance coverage. Alternative health insurance coverage shall not include District provided coverage which the member is entitled to by reason of his/his status as a spouse or dependent of a District employee who is covered by the District's health insurance plan. ~~This provision shall become effective no earlier than November 7, 2016.~~

For the dates of July 1, 2018 to December 31, 2018 health plan shall operate as follows:

	Traditional Health Plan (85/15)	High Deductible Health Plan (90/10)
Deductible	\$200 / Individual \$600 / Family	\$1,500 / Individual \$3,000 / Family
Out of Pocket (Not including deductible)	\$1,000 / Individual \$3,000 / Family	\$2,000 / Individual \$4,000 / Family
Health Reimbursement Arrangement (HRA)	None	\$750 / Year

Total District dollar share of health plan costs is based on the negotiated District percentage as applied to actual plan costs. The District will make contributions to the health care program for each participant on a 12-month basis as follows:

~~FY17, FY18~~ Traditional Health Plan 85% per eligible employee per month. High Deductible Plan 90% per eligible employee per month.

~~In FY18, T~~he District's contribution to the Traditional Health Plan shall be no more than \$1731.45/month. If the total premium exceeds the cap, the District and the employees will share the cost over the cap 50/50.

~~In FY18, T~~he District's contribution to the High Deductible Health Plan shall be no more than \$1645.61/month. If the total premium exceeds the cap, the District and employees will share the cost over the cap 50/50.

The District will independently calculate its contribution amount separately for both Traditional Health Plan and the High Deductible Health Plan and report the amounts to the health care committee.

The total employee dollar share of health plan costs is based on the negotiated employee percentage as applied to actual plan costs. Employee participants will be

responsible to the health care program on a 12-month basis as follows:

~~FY17, FY18~~ Traditional Health Plan 15% per eligible employee per month. High Deductible Plan 10% per eligible employee per month.

~~In FY18, the e~~Employee's contributions are subject to the District's contribution caps set forth above and cost sharing of 50/50 if the premium exceeds the caps.

The health care subcommittee comprised of KPEA, KPESA, and KPAA HCPC representatives, shall determine the employee contribution amount separately for both the Traditional Health Plan and the High Deductible Health Plan. The formula to calculate the rate, established by KPEA/KPESA bargaining team is set out in Appendix A.

Beginning January 1, 2019

		<u>High Deductible Health Plan (95/5)</u>
<u>Deductible</u>		<u>\$1,500 / Individual</u> <u>\$3,000 / Family</u>
<u>Out of Pocket (Not including deductible)</u>		<u>\$2,000 / Individual</u> <u>\$4,000 / Family</u>
<u>Health Reimbursement Arrangement (HRA)</u>		<u>\$750 / Year</u>

Total District dollar share of health plan costs is based on the negotiated District percentage as applied to actual plan costs. The District will make contributions to the health care program for each participant on a 12-month basis as follows:

High Deductible Plan 95% per eligible employee per month.

The total employee dollar share of health plan costs is based on the negotiated employee percentage as applied to actual plan costs. Employee participants will be responsible to the health care program on a 12-month basis as follows:

High Deductible Plan 5% per eligible employee per month.

The health care subcommittee comprised of KPEA, KPESA, and KPAA HCPC representatives, shall determine the employee contribution amount.

Health Care Reserve Account: A separate employee health care reserve account shall be established and maintained. ~~The initial amount in this account as of July 1, 2012 was \$1,246,835.~~ Any interest gained on this account shall be retained in this account. \$750,000 of the employee health care reserve account shall be set aside for use at year end for payment of the employee portion of program costs that exceed employee deposits. If the employee health care reserve falls below \$750,000, an amount needed to replenish the fund to \$750,000 will be calculated by the sub-committee and added to the employee's annual rate in the following year. Any amount in the employee health care reserve exceeding the \$750,000 balance will be used to offset future employee costs as determined by the sub-committee.

Sub Committee - The Association health care committee representatives (KPEA, KPESA, and KPAA) will have the authority to address the usage of any amount remaining above the \$750,000 requirement stated above. These monies can be used to pay down the employee share of the health care employee contribution or can be placed in the Employee Health Care Reserve account to pay down future costs or overages.

Benefits are afforded to the employee, spouse and all eligible dependents.

Article 320 Personal Leave

320 PERSONAL LEAVE

Certificated employees shall have five (5) ~~four (4)~~ days personal leave per year cumulative to nine (9) ~~eight (8)~~. Except in situations in which the building administrator and the Superintendent consider extenuating, personal leave will not be granted during the first two (2) weeks or the last two (2) weeks of the school year. No more than ten percent (10%) of certificated staff may take personal leave on any given day.

Unused personal leave may be cashed in at the end of the school year per the following guidelines: No more than five (5) ~~four (4)~~ days per year may be cashed in. The value of each day will be equivalent to the teacher's per diem. A request must be received by payroll on or before May 31. Personal days that are requested and then not used may be reissued after written application (on the form) to the Human Resources Office. Application shall be made within thirty (30) days of the unused personal day.

Teachers formally retiring from the teaching profession with vested service in the Alaska Teacher's Retirement System may choose from the two following options:

- (1) receive a cash settlement for their accrued personal leave days. This amount shall be the number of accrued personal leave days times their per diem rate; or
- (2) may submit a request no later than November 1 to exchange up to five (5) personal leave days for a contract extension for site level approved projects. The remainder of personal leave would be eligible for cash out at the per diem rate.