

**KPEA Proposal to KPBSD**  
**to settle the FY19, FY20, FY21 Bargaining**

The current agreement continues for FY19-21 except for all previous TAs that modify existing language, and except for the modifications to the existing language as follows, with applicability to those employees that completed their FY19 individual teaching contract.

A change to the duration for July 1, 2019 – June 30, 2021

Salary schedule increases in the amounts of 0.5 percent in FY19, 1.0 percent in FY20.

**The parties have expressed concerns related to FY20 money outside of the funding formula. Should KPBSD receive those moneys, the salary schedule increases in the amount of 2.0 percent in FY21.**

**Should that money be mitigated or diminished, the salary schedule increases shall be proportionate to the amount of 2.0 percent in FY21.**

KPEA employees at C+90/M-T not receiving a step increase will receive an additional 0.5 percent in FY19, 1.0 percent in FY20, and 2.0 percent in FY21 based on the same year's salary in C+90/M-T.

KPEA and KPESA offer the attached healthcare plan.

In addition, for FY20, the district will replenish the Health Care Employee Reserve Account to \$750,000.00.

**KPEA/KPESA Healthcare Proposal**

For FY20 the cap shall be set at \$2338.85 **effective July 1, 2017**. If no successor agreement is ratified by July 1, 2021 the cap shall increase by \$100 to \$2438.85. For each subsequent quarter that after, the cap shall increase an additional \$50.

Health care costs shall be divided with 95% of costs paid by the employer and 5% of costs paid by the employee.

Annually the HCPC and KPBSD shall seek proposals for private and public insurance providers.

Employees have the option of the following plans: the HDHP – HSA and HDHP - HRA

**HDHP – HSA**

Deductible – Individual	\$1,500
Deductible – Family	\$3,000

Out of Pocket Maximum – After Deductible

Medical – Individual	\$2,000
Medical – Family	\$6,000

For this plan prescriptions shall apply towards the deductible, the HCPC shall adopts a plan design so the HDHP – HSA plan is IRS eligible for an HSA.

KPBSD shall enroll participating employees in a Healthcare Savings Account and make an HSA contribution of \$750 annually to each employees.

**HDHP - HRA**

Deductible – Individual	\$2,500
Deductible – Family	\$5,000

Out of Pocket Maximum – After Deductible

Medical – Individual	\$2,000
Medical – Family	\$4,000

Prescriptions shall apply towards the deductible, the HCPC shall adopt a plan design so the HDHP – HRA plan has the current prescription copay arrangement. KPBSD shall contribute \$750 annually for each participating employee to an HRA.