

NOW THEREFORE, the parties agree to the following salary schedules of Section 105 Teacher's Salary Schedule of the Collective Bargaining Agreement between the Kenai Peninsula Borough School District and the Kenai Peninsula Education Association for the years of 2018-2019, 2019-2020 and 2020-2021 that states the salary schedule to be:

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

Step and column movement to all eligible employees **LONGEVITY** 90,449

2019-2020 (1.0% increase)

Step	C	C+18	C+36 or M	C+54/M	C+72/M	C+90/M
(A)	48,768	50,210	52,631	54,355	56,078	57,807
(B)	50,210	52,632	54,355	56,078	57,807	59,532
(C)	52,631	54,356	56,078	57,807	59,532	61,260
(D)	54,355	56,079	57,807	59,532	61,260	62,987
(E)	56,078	57,807	59,532	61,260	62,987	64,712
(F)	57,807	59,532	61,260	62,987	64,712	66,435
(G)	59,530	61,284	62,987	64,712	66,435	68,158
(H)	62,069	62,987	64,712	66,435	68,158	69,888
(I)	63,759	64,712	66,435	68,158	69,888	71,611
(J)	65,415	67,244	68,158	69,888	71,611	73,337
(K)	67,042	68,936	69,888	71,611	73,337	75,060
(L)	68,634	70,594	72,421	73,337	75,060	76,786
(M)		72,217	73,771	75,060	76,786	78,512
(N)		73,811	75,462	76,786	78,512	80,241
(O)			77,121	79,322	81,049	82,780
(P)			78,745	81,011	82,741	84,333
(Q)			80,337	82,670	84,399	86,024
(R)				84,293	86,023	87,682
(S)				85,887	87,615	89,305
(T)						90,899

Step and column movement to all eligible employees

LONGEVITY 91,808

KPEA 2020-2021 Salary Schedule should KPBSD not receive the FY20 one-time money as described in Section 105.

2020-2021 (0% increase)

Step	C	C+18	C+36 or M	C+54/M	C+72/M	C+90/M
(A)	48,768	50,210	52,631	54,355	56,078	57,807
(B)	50,210	52,632	54,355	56,078	57,807	59,532
(C)	52,631	54,356	56,078	57,807	59,532	61,260
(D)	54,355	56,079	57,807	59,532	61,260	62,987
(E)	56,078	57,807	59,532	61,260	62,987	64,712
(F)	57,807	59,532	61,260	62,987	64,712	66,435
(G)	59,530	61,284	62,987	64,712	66,435	68,158
(H)	62,069	62,987	64,712	66,435	68,158	69,888
(I)	63,759	64,712	66,435	68,158	69,888	71,611
(J)	65,415	67,244	68,158	69,888	71,611	73,337
(K)	67,042	68,936	69,888	71,611	73,337	75,060
(L)	68,634	70,594	72,421	73,337	75,060	76,786
(M)		72,217	73,771	75,060	76,786	78,512
(N)		73,811	75,462	76,786	78,512	80,241
(O)			77,121	79,322	81,049	82,780
(P)			78,745	81,011	82,741	84,333
(Q)			80,337	82,670	84,399	86,024
(R)				84,293	86,023	87,682
(S)				85,887	87,615	89,305
(T)						90,899
Step and column movement to all eligible employees					LONGEVITY	91,808

KPEA 2020-2021 Salary Schedule contingent upon KPBSD receiving the FY20 one-time money as described in Section 105.

2020-2021 (2.0% increase)

Step	C	C+18	C+36 or M	C+54/M	C+72/M	C+90/M
(A)	49,743	51,214	53,684	55,442	57,200	58,963
(B)	51,214	53,685	55,442	57,200	58,963	60,723
(C)	53,684	55,443	57,200	58,963	60,723	62,485
(D)	55,442	57,201	58,963	60,723	62,485	64,247
(E)	57,200	58,963	60,723	62,485	64,247	66,006
(F)	58,963	60,723	62,485	64,247	66,006	67,764
(G)	60,721	62,510	64,247	66,006	67,764	69,521
(H)	63,310	64,247	66,006	67,764	69,521	71,286
(I)	65,034	66,006	67,764	69,521	71,286	73,043
(J)	66,723	68,589	69,521	71,286	73,043	74,804
(K)	68,383	70,315	71,286	73,043	74,804	76,561
(L)	70,007	72,006	73,869	74,804	76,561	78,322
(M)		73,661	75,246	76,561	78,322	80,082
(N)		75,287	76,971	78,322	80,082	81,846
(O)			78,663	80,908	82,670	84,436
(P)			80,320	82,631	84,396	86,020
(Q)			81,944	84,323	86,087	87,744
(R)				85,979	87,743	89,436
(S)				87,605	89,367	91,091
(T)						92,717

Step and column movement to all eligible employees

LONGEVITY

94,571

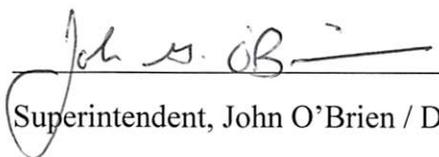
NOW THEREFORE, the parties agree to the extracurricular salary schedule of Section 121 Extracurricular Salary Schedule of the Collective Bargaining Agreement between the Kenai Peninsula Borough School District and the Kenai Peninsula Education Association for the years of 2018-2019, 2019-2020 and 2020-2021 that states the salary schedule to be:

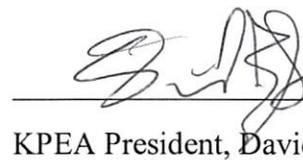
121 EXTRACURRICULAR SALARY SCHEDULE

Extracurricular range values for employees shall be:

	2018-19	2019-20	2020-21
Range	Amount	Amount	Amount
1	\$377.02	\$380.79	\$388.41
2	\$470.20	\$474.90	\$484.40
3	\$752.97	\$760.50	\$775.71
4	\$941.47	\$950.88	\$969.90
5	\$1,411.68	\$1,425.80	\$1,454.32
6	\$1,882.96	\$1,901.79	\$1,939.83
7	\$2,353.16	\$2,376.69	\$2,424.22
8	\$2,824.43	\$2,852.67	\$2,909.72
9	\$3,294.64	\$3,327.59	\$3,394.14
10	\$3,765.92	\$3,803.58	\$3,879.65
11	\$4,236.12	\$4,278.48	\$4,364.05
12	\$4,706.32	\$4,753.38	\$4,848.45

The parties have expressed concerns related to the FY20 one-time money outside of the funding formula. Should KPBSD receive those monies in FY20, extracurricular salary increase shall be in the amount of two percent (2.0%) in FY21. Should the one-time money be eliminated or diminished in FY20, the FY21 extracurricular salary increase shall be reduced proportionately.

 10.21.19
 Superintendent, John O'Brien / Date


 KPEA President, David Brighton / Date

