

NOW THEREFORE, the parties agree to the following salary schedules of Article 16 Salary Schedule of the Collective Bargaining Agreement between the Kenai Peninsula Borough School District and the Kenai Peninsula Educational Support Association for the years of 2018-2019, 2019-2020 and 2020-2021 that states the salary schedule to be:

2018-2019 (0.5% increase)

| Salary Schedule 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 |

2019-2020 (1.0% increase)

| Salary Schedule 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 | \$17.75 | \$18.43 | \$19.26 | \$19.96 | \$20.73 | \$21.55 | \$22.43 |
| 3 | \$15.72 | \$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 | \$23.81 |
| 5 | \$16.81 | \$18.69 | \$19.43 | \$20.19 | \$21.14 | \$21.91 | \$22.74 | \$23.65 | \$24.60 |
| 6 | \$17.37 | \$19.30 | \$20.06 | \$20.88 | \$21.86 | \$22.64 | \$23.52 | \$24.46 | \$25.46 |
| 7 | \$17.95 | \$19.95 | \$20.77 | \$21.61 | \$22.62 | \$23.44 | \$24.34 | \$25.33 | \$26.35 |
| 8 | \$18.59 | \$20.64 | \$21.51 | \$22.42 | \$23.50 | \$24.34 | \$25.27 | \$26.30 | \$27.35 |
| 9 | \$19.27 | \$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 | \$25.36 | \$26.30 | \$27.31 | \$28.42 | \$29.55 |
| 11 | \$21.33 | \$23.13 | \$24.13 | \$25.21 | \$26.39 | \$27.36 | \$28.43 | \$29.58 | \$30.78 |
| 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 | \$27.38 | \$28.72 | \$29.81 | \$30.96 | \$32.21 | \$33.52 |
| 14 | \$23.57 | \$26.19 | \$27.37 | \$28.65 | \$30.06 | \$31.18 | \$32.40 | \$33.70 | \$35.06 |
| 15 | \$24.63 | \$27.36 | \$28.63 | \$29.98 | \$31.43 | \$32.61 | \$33.89 | \$35.25 | \$36.67 |
| 16 | \$23.57 | \$26.19 | \$27.37 | \$28.65 | \$29.95 | \$30.97 | \$32.17 | \$33.47 | \$34.82 |
| 17 | \$24.68 | \$27.42 | \$28.70 | \$29.99 | \$31.30 | \$32.37 | \$33.62 | \$34.98 | \$36.38 |
| 18 | \$26.05 | \$28.67 | \$30.03 | \$31.42 | \$33.33 | \$34.96 | \$36.31 | \$37.77 | \$39.29 |
| 19 | \$28.69 | \$32.24 | \$33.64 | \$35.13 | \$36.77 | \$38.07 | \$39.47 | \$40.96 | \$42.53 |

KPESA 2020-2021 Salary Schedule should KPBSD not receive the FY20 one-time money as described in Article 16.

2020-2021 (0% increase)

| Salary Schedule 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 | \$17.75 | \$18.43 | \$19.26 | \$19.96 | \$20.73 | \$21.55 | \$22.43 |
| 3 | \$15.72 | \$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 | \$23.81 |
| 5 | \$16.81 | \$18.69 | \$19.43 | \$20.19 | \$21.14 | \$21.91 | \$22.74 | \$23.65 | \$24.60 |
| 6 | \$17.37 | \$19.30 | \$20.06 | \$20.88 | \$21.86 | \$22.64 | \$23.52 | \$24.46 | \$25.46 |
| 7 | \$17.95 | \$19.95 | \$20.77 | \$21.61 | \$22.62 | \$23.44 | \$24.34 | \$25.33 | \$26.35 |
| 8 | \$18.59 | \$20.64 | \$21.51 | \$22.42 | \$23.50 | \$24.34 | \$25.27 | \$26.30 | \$27.35 |
| 9 | \$19.27 | \$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 | \$25.36 | \$26.30 | \$27.31 | \$28.42 | \$29.55 |
| 11 | \$21.33 | \$23.13 | \$24.13 | \$25.21 | \$26.39 | \$27.36 | \$28.43 | \$29.58 | \$30.78 |
| 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 | \$27.38 | \$28.72 | \$29.81 | \$30.96 | \$32.21 | \$33.52 |
| 14 | \$23.57 | \$26.19 | \$27.37 | \$28.65 | \$30.06 | \$31.18 | \$32.40 | \$33.70 | \$35.06 |
| 15 | \$24.63 | \$27.36 | \$28.63 | \$29.98 | \$31.43 | \$32.61 | \$33.89 | \$35.25 | \$36.67 |
| 16 | \$23.57 | \$26.19 | \$27.37 | \$28.65 | \$29.95 | \$30.97 | \$32.17 | \$33.47 | \$34.82 |
| 17 | \$24.68 | \$27.42 | \$28.70 | \$29.99 | \$31.30 | \$32.37 | \$33.62 | \$34.98 | \$36.38 |
| 18 | \$26.05 | \$28.67 | \$30.03 | \$31.42 | \$33.33 | \$34.96 | \$36.31 | \$37.77 | \$39.29 |
| 19 | \$28.69 | \$32.24 | \$33.64 | \$35.13 | \$36.77 | \$38.07 | \$39.47 | \$40.96 | \$42.53 |

KPESA 2020-2021 Salary Schedule contingent upon KPBSD receiving the FY20 one-time money as described in Article 16.

2020-2021 (2.0% increase)

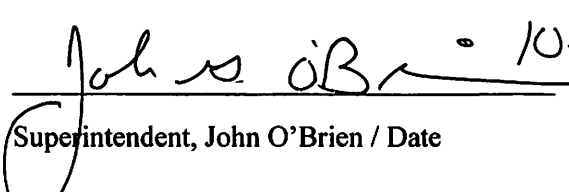
| Salary Schedule RANGE | Initial | A | B | C | D | E | F | G | H |
|--------------------------------------|----------------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | \$14.89 | \$16.56 | \$17.18 | \$17.79 | \$18.60 | \$19.24 | \$20.00 | \$20.79 | \$21.61 |
| 2 | \$15.70 | \$17.43 | \$18.11 | \$18.80 | \$19.65 | \$20.36 | \$21.14 | \$21.98 | \$22.88 |
| 3 | \$16.03 | \$17.80 | \$18.50 | \$19.19 | \$20.07 | \$20.79 | \$21.57 | \$22.46 | \$23.35 |
| 4 | \$16.62 | \$18.46 | \$19.17 | \$19.95 | \$20.86 | \$21.59 | \$22.44 | \$23.33 | \$24.29 |
| 5 | \$17.15 | \$19.06 | \$19.82 | \$20.59 | \$21.56 | \$22.35 | \$23.19 | \$24.12 | \$25.09 |
| 6 | \$17.72 | \$19.69 | \$20.46 | \$21.30 | \$22.30 | \$23.09 | \$23.99 | \$24.95 | \$25.97 |
| 7 | \$18.31 | \$20.35 | \$21.19 | \$22.04 | \$23.07 | \$23.91 | \$24.83 | \$25.84 | \$26.88 |
| 8 | \$18.96 | \$21.05 | \$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 | \$23.64 | \$24.70 | \$25.87 | \$26.83 | \$27.86 | \$28.99 | \$30.14 |
| 11 | \$21.76 | \$23.59 | \$24.61 | \$25.71 | \$26.92 | \$27.91 | \$29.00 | \$30.17 | \$31.40 |
| 12 | \$22.09 | \$24.57 | \$25.62 | \$26.78 | \$28.08 | \$29.12 | \$30.26 | \$31.48 | \$32.75 |
| 13 | \$23.00 | \$25.56 | \$26.74 | \$27.93 | \$29.29 | \$30.41 | \$31.58 | \$32.85 | \$34.19 |
| 14 | \$24.04 | \$26.71 | \$27.92 | \$29.22 | \$30.66 | \$31.80 | \$33.05 | \$34.37 | \$35.76 |
| 15 | \$25.12 | \$27.91 | \$29.20 | \$30.58 | \$32.06 | \$33.26 | \$34.57 | \$35.96 | \$37.40 |
| 16 | \$24.04 | \$26.71 | \$27.92 | \$29.22 | \$30.55 | \$31.59 | \$32.81 | \$34.14 | \$35.52 |
| 17 | \$25.17 | \$27.97 | \$29.27 | \$30.59 | \$31.93 | \$33.02 | \$34.29 | \$35.68 | \$37.11 |
| 18 | \$26.57 | \$29.24 | \$30.63 | \$32.05 | \$34.00 | \$35.66 | \$37.04 | \$38.53 | \$40.08 |
| 19 | \$29.26 | \$32.88 | \$34.31 | \$35.83 | \$37.51 | \$38.83 | \$40.26 | \$41.78 | \$43.38 |

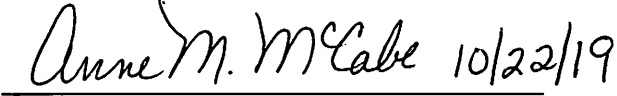
NOW THEREFORE, the parties agree to the following Extracurricular Nominal Fee Schedule of Article 37 of the Collective Bargaining Agreement between the Kenai Peninsula Borough School District and the Kenai Peninsula Educational Support Association for the years of 2018-2019, 2019-2020 and 2020-2021 that states the Extracurricular Nominal Fee Schedule to be:

Extracurricular Nominal Fee Schedule

| | 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 nominal fee 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 nominal fee increase shall be reduced proportionately.

 10.22.19
 Superintendent, John O'Brien / Date

 10/22/19
 KPESA President, Anne McCabe / Date