

MEMORANDUM OF AGREEMENT BETWEEN THE KENAI PENINSULA  
BOROUGH SCHOOL DISTRICT (DISTRICT) AND  
THE KENAI PENINSULA EDUCATION ASSOCIATION (KPEA) AND  
THE KENAI PENINSULA EDUCATIONAL SUPPORT ASSOCIATION (KPESA)

WHEREAS, the District and KPEA/KPESA are currently bargaining for successor  
Negotiated Agreements to their respective FY 18 Negotiated Agreements with the  
District, and

WHEREAS, KPEA/KPESA are proposing that their respective FY 18 Salary Schedules  
be increased by 0.5% in FY 19, and

WHEREAS, the District is proposing that those FY 18 Salary Schedules continue as the  
FY 19 Salary Schedules with no percentage or other change, and,

WHEREAS, the District has received from the State of Alaska a one-time General Fund  
Credit of \$787,055.98, returning the District's non-vested TRS/PERS prior  
contributions for TRS/PERS eligible employees whose District employment  
terminated,

NOW, THEREFORE, the parties agree as follows:

1. The FY 19 Salary Schedules to be incorporated into any successor Negotiated  
Agreements covering the FY 19 school year, shall be the FY 18 Salary Schedules.  
All other proposals by the Associations relating to FY 19 compensation, such as  
shift differentials, longevity, national certifications, or doctoral degree payments,

are withdrawn by the Associations for FY 19 only.

2. The District shall pay to each employee covered under the KPEA or KPESA Negotiated Agreements, for services rendered in FY 19, a TRS/PERS eligible, one-time, lump sum payment of \$500 prorated based on F.T.E. (1.0 FTE = 8 hour employee), subject to all required federal and state withholdings.
3. Payment shall be made on or before December 15, 2018, only to eligible employees employed by the District on October 31, 2018. Employees on Board approved Leave of Absence, are not eligible for this payment. Employees on leave (paid or unpaid) under other provisions such as the Alaska Family Leave Act, are eligible for this payment if they are otherwise eligible.
4. The source of the payment shall be the one-time return of TRS/PERS contributions described above.
5. The FY 18 Salary Schedule shall be incorporated as the FY 19 Salary Schedule into any successor Negotiated Agreements subsequently ratified by the parties and covering the FY 19 school year.
6. The one-time payment set forth in paragraph 2. above will not become part of the status quo in the event a successor agreement for FY 20 has not been ratified by June 30, 2019.
7. With the exception of the agreements set forth above, the last best offers of the parties in the ongoing negotiations for successor Negotiated Agreements remain unchanged.

Dated: \_\_\_\_\_

Kenai Peninsula Borough School District

By: \_\_\_\_\_

Dated: \_\_\_\_\_

Kenai Peninsula Education Association

By: \_\_\_\_\_

Dated: \_\_\_\_\_

Kenai Peninsula Educational Support  
Association

By: \_\_\_\_\_