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KENAI PENINSULA BOROUGH SCHOOL DISTRICT

NEWS RELEASE

Collective Bargaining May 8, 2019: KPBSD proposals to KPESA and KPEA

Soldotna, May 8, 2019—The Kenai Peninsula Borough School District (KPBSD) proposals to Kenai Peninsula Education Support Association (KPESA) and Kenai Peninsula Education Association (KPEA)

[KPBSD proposal to KPESA*](#)

Attached is the District proposal to KPESA that accepts the recommendations in the Arbitrator's report.

The proposal was rejected by KPESA at bargaining on May 8, 2019.

[KPBSD proposal to KPEA**](#)

Attached is the District proposal to KPEA that accepts the recommendations in the Arbitrator's report.

The proposal was rejected by KPEA at bargaining on May 8, 2019.

Link

School district [Collective Bargaining](#) webpage, includes Advisory Arbitration April 2019 report to KPBSD, KPEA, KPESA documents.

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[*KPBSD proposal to KPESA](#)

Kenai Peninsula Borough School District (KPBSD) proposal to Kenai Peninsula Education Support Association (KPESA) to settle the FY19, FY20, FY21 bargaining

The current agreement continues for FY 19-21 except for all previous TAs that modify existing language. The Advisory Arbitrator's Report is accepted as follows, with applicability to those employed on the date of ratification.

- A change to the duration for July 1, 2018-June 30, 2021.
- A new shift differential for KPESA, for Article 17, Section A in the amounts of 40 cents per hour for split shift and 60 cents per hour for graveyard shift.

KPBSD: ONE DISTRICT, FORTY-FOUR DIVERSE SCHOOLS

The mission of the Kenai Peninsula Borough School District is to empower all learners to positively shape their futures.

ANCHOR POINT COOPER LANDING HOMER HOPE KACHEMAK SELO KENAI MOOSE PASS NANWALEK NIKISKI NIKOLAEVSK NINILCHIK PORT GRAHAM
RAZDOLNA SELDOVIA SEWARD SOLDOTNA STERLING TUSTUMENA TYONEK VOZNESENKA

FOR RELEASE MAY 8, 2019

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- A revised health insurance Article 27 for KPESA that sets forth the 70/30 split over the cap, as recommended by the Advisory Arbitrator.
- For FY19, KPESA employees on the traditional plan as of December 31, 2018, will receive a refund of health care contribution overpayment as a result of the new 70/30 in the amount of \$920. FY19 retro payment will be made as soon as possible, but no later than Friday, June 28, 2019.
- For FY19, KPESA employees on the high deductible health plan as of December 31, 2018, will receive a refund of health care contribution overpayment as a result of the new 70/30 in the amount of \$600. FY19 retro payment will be made as soon as possible, but no later than Friday, June 28, 2019.
- The Traditional Plan will no longer be an option for employees with an initial date of hire after May 31, 2019.
- Salary schedule increases in the amounts of .5 percent in FY19, 1 percent in FY20, and 2 percent in FY21.
- KPESA employees not receiving a step increase will receive an additional .5 percent in FY19, 1 percent in FY20, and 2 percent in FY21, off base salary in that year's Column H.
- FY19 retro salary payments will be made as soon as possible, but no later than Friday, June 28, 2019.
- Addition of Article 37 Extracurricular Programs, attached.

This proposal expires May 31, 2019.

**KPBSD proposal to KPEA

**Kenai Peninsula Borough School District (KPBSD) proposal to
Kenai Peninsula Education Association (KPEA)
to settle the FY19, FY20, FY21 bargaining**

The current agreement continues for FY 19-21 except for all previous TAs that modify existing language. The Advisory Arbitrator's Report is accepted as follows, with applicability to those employed on the date of ratification.

- A change to the duration for July 1, 2018-June 30, 2021.
- Salary schedule increases in the amounts of .5 percent in FY19, 1 percent in FY20 and 2 percent in FY21.
- KPEA employees at C+90/M-T not receiving a step increase will receive an additional .5 percent in FY19, 1 percent in FY20, and 2 percent in FY21 based on the same year's salary in the C+90/M-T.
- The Traditional Plan will no longer be an option for employees with an initial date of hire after May 31, 2019.
- FY19 retro salary payments will be made as soon as possible, but no later than Friday, June 28, 2019.

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