

**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.

**KPESA 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 personnel action form.

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

A new shift differential for KPESA, for Article 17, Section A in the amounts of 40 cents per hour for swing shift and 60 cents per hour for graveyard shift. This shift differential is retroactive to July 1, 2018 for those eligible employees that completed their FY19 personnel action form.

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.**

KPESA employees 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, off base salary in that year's Column H

Addition of Article 37 Extracurricular Programs

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, 2019**. 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.

These plans incorporate differentials in costs for singles and families through deductibles and out of pocket maximum. Composite rates shall be used for the lifetime of this agreement.

9/12/2019

This proposal expires at 4:00 PM on September 13<sup>th</sup> 2019

The Health Care Planning Committee shall consider

Mandatory generic prescription program

Wellness programs

Addressing emergency room deductibles

Changing preferred provider coinsurance amounts