

Salary

2021 – 2022 School Year: \$1500 one-time payment prorated per FTE

2022 – 2023 School Year: 1.0% increase to salary schedule

2023 – 2024 School Year: 2.0% increase to salary schedule

Longevity

Longevity step will be 2.0% more than that year's top C+90/M cell

An annual flat payment of \$100 for each year an employee remained at longevity

Other Monetary Items

Discretionary fund increased by \$25

Medical Property Reimbursement

Reimbursement for medically necessary personal property (glasses, hearing aids, insulin pumps, etc.) damaged at work

Initial Placement on Salary Schedule

For new hire initial placement, KPBSD will recognize up to:

- 6 years of school experience from outside of Alaska with a bachelor's degree
- 8 years of school experience from outside of Alaska with a master's degree
- 12 years of school experience from within Alaska
- All school experience with KPBSD

Voluntary Transfers

Tenured teachers may file an application for open positions.

Voluntary transfer requests are active until May 31st

Tenured teachers will be granted interviews. Transfers will be decided by building administrator and HR

After May 31st, transfer requests expire. Individuals may apply for open positions, not guaranteed an interview.

Leave

Additional personal leave day

Can accumulate up to 10 personal days instead of 8

Up to 10 days unpaid public office leave

Additional unpaid leave flexibility

Sick leave donations may be made once per school year (rather than once per CBA)

Employees must maintain 10 days sick leave to donate sick leave

Employees resigning/retiring may donate down to a balance of 0

Family members have the right to donate and receive unlimited sick leave as long as it remains in bargaining unit and keep 10 day minimum balance

Lowered sick leave bank threshold from 500 days to 250 days

Increased sick leave for bereavement permitted for death of spouse, fiancé, fiancée, or child

Clarified bereavement verification

Leave

Removed restriction for bereavement for student/colleague

Language Changes

Extracurricular activities offered to certified and classified in building before posted publicly

Current employees guaranteed interview and given priority consideration

Priority consideration given to academic relationships

Association letter included in new hire folders

Health Insurance

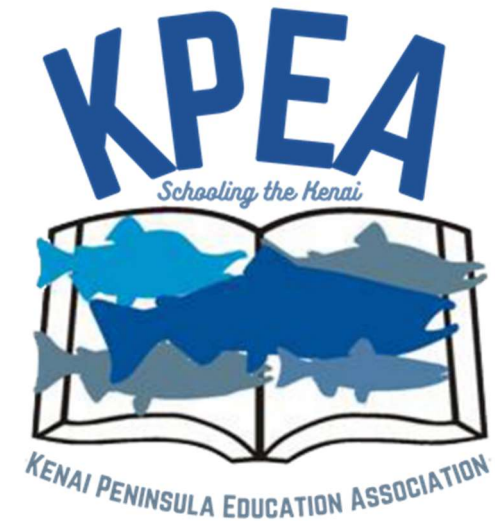
Effective Jan 1, 2023 change monthly premium from a composite rate to a 4-tiered rate

Employees select tier during Nov 15 2022 – Dec 15 2022 open enrollment

Broker provided us these estimates to illustrate what a tiered rate may look like. These rates will be adjusted based on up to-date information for Jan 2023

Tier	Employee monthly 9-month Cost
Employee Only	\$231.03
Employee + Spouse	\$508.27
Employee + Children	\$438.96
Employee + Family	\$739.30

\$500 premium credit in Jan 2023 for each plan participant, if District reserve acc't is greater than \$3.25 million and the Employees' reserve acc't is greater than \$1.0 million upon completion of FY22 Audit. Cost split by District reserve and employee reserve.



Kenai Peninsula Education Association

TA Highlights

2021 – 2024

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<http://www.kpea-kpesa.org>