

May 13 2019 4:30PM

KPEA and KPESA proposal to KPBSD

The current agreement continues for FY19-21 except for all previous TAs that modify existing language. The Associations propose implementing a modification of the Advisory Arbitrator's Report as follows,

Duration:

A change to the duration so the agreement is effective from July 1, 2018 until June 30,2021

Pay Increases:

Salary schedule increases in the amount of half of one percent (0.5%) in FY19 retroactive to July 1, 2018.

Salary schedule increases in the amount of one percent (1.0%) in FY20 effective July 1, 2019

Salary schedule increases in the amount of two percent (2.0%) in FY21 effective July 1, 2020

KPEA employees at the C+90/M-T not receiving a step increase will receive an additional 0.5% in FY19, 1.0% in FY20, and 2.0% in FY21 based on the same year's salary in the C+90/M-T

KPESA employees not receiving a step increase will receive an additional 0.5% in FY19, 1.0% in FY20, and 2.0% in FY21 based on the same year's salary in that column.

Health Insurance:

Effective July 1, 2019 the KPBSD self-insured plan changes as follows:

The high deductible health plan is the only plan offered to employees

Elimination of the health care cap

85% ~~Ninety percent~~ (90%) of the health care costs are paid by the District

15% ~~Ten percent~~ (10%) of the health care costs are paid by the employees

The HCPC shall have the power and authority to adopt mandatory generic programs and mandatory disease management programs.

KPESA specific proposals:

Acceptance of the May 8, 2019 Board Counter Proposal on Article 37 Extracurricular Programs

Acceptance of the May 8, 2019 KPBSD proposal increasing the shift differential in Article 17, section A to the amounts of 40 cents per hour for swing shift and 60 cents per hour for graveyard shift.