

KPBSD, AND KPEA AND KPESA NEGOTIATIONS SUMMARY

Tentative Agreement (TA) dates are noted; if new language is adopted that differs from the original proposals exchanged February 15, 2018, the new language is linked in a pdf, next to the TA date.

Proposals and counter-proposals still open for bargaining and exchanged after opening offers are linked in a PDF in the "Proposal" column.

Articles or sections still open to bargaining do not indicate a TA.

KENAI PENINSULA BOROUGH SCHOOL DISTRICT (KPBSD) AND KENAI PENINSULA EDUCATION SUPPORT ASSOCIATION (KPESA)

District Proposal to KPESA	Date of Tentative Agreement (TA)
Article 3 Association Rights 8.9.18 KPBSD proposal	
Article 10 C 1 (b) Transfers	
Article 16 Salary Schedule	
Article 17 F Payment Conditions	
Article 25A Donations of Sick Leave	
Article 27 Health Care & Appendix A	
Article 36 Contract Conditions and Savings Clause	

KPESA Proposal to the District	Date of Tentative Agreement (TA)
Article 3 Association Rights 8.9.18 KPESA counter-proposal to KPBSD	
Article 10 N. Lunch Breaks	
Article 10 P. Pay Warrants	
Article 11 Discipline and Discharge	3.1.18 adopted KPESA language
Article 12 D Resignation 3.1.18 revised proposal to KPBSD	
Article 16 Salary Schedule	
Article 17 G. Longevity	
Article 17 A. Shift Differential	
Article 20 Personal Leave	
Article 21 Association leave	
Article 27 Health Care	
Article 36 Contract Conditions Term and Savings Clause	
NEW Article 37 Extracurricular Programs 3.1.18 revised proposal to KPBSD	
Article 121 Extracurricular Salary Schedule	

Section Not Proposed for Change by Either Party	Date of Tentative Agreement (TA)

Preamble	2.15.18
Particle 1 Administration	2.15.18
Article 2 Definitions	2.15.18
Article 3 Association Rights	2.15.18
Article 4 Fair Practices	2.15.18
Article 5 Membership Rights	2.15.18
Article 6 Management Rights	2.15.18
Article 7 Personnel Files	2.15.18
Article 8 Safety and Liability	2.15.18
Article 9 Term of Employment	2.15.18
Article 9A Classification	2.15.18
Article 13 Reduction in Force	2.15.18
Article 14 Mileage Reimbursement	2.15.18
Article 15 Special Certificate or License Reimbursement	2.15.18
Article 17A Discretionary Funds	2.15.18
Article 18 Leaves and Benefits	2.15.18
Article 19 Holidays	2.15.18
Article 22 Civic Leave	2.15.18
Article 23 Unpaid Leave of Absence	2.15.18
Article 24 Leave of Absence for Reserve of Auxiliary Members of Armed Forces (AS 39.20.340)	2.15.18
Article 25 Sick Leave	2.15.18
Article 25B Sick Leave Bank	2.15.18
Article 26 Physical Examinations Reimbursement	2.15.18
Article 28 Life Insurance	2.15.18
Article 29 Travel Insurance	2.15.18
Article 30 Worker's Compensation	2.15.18
Article 31 In-service Training	2.15.18
Article 32 Other Dedications	2.15.18
Article 33 Career Development Program	2.15.18
Article 34 Grievance Procedures	2.15.18
Article 35 Contract Dissemination	2.15.18
Article 36 Contract Conditions Term and Savings Clause	2.15.18

**KENAI PENINSULA BOROUGH SCHOOL DISTRICT (KPBSD)
AND KENAI PENINSULA EDUCATION ASSOCIATION (KPEA)**

District Proposal to KPEA	Date of Tentative Agreement (TA)
Section 105 Teachers' Salary Schedule	
Section 110 H Salary Conditions	
Section 120 Extracurricular Programs	
Section 121 Extracurricular Salary Schedule	
Section 210 Health Care & Appendix A	

Section 305 Instructional Leave	2.15.18 adopted KPBSD language
Section 306 Instructional Leave Bank	2.15.18 adopted KPBSD language
Section 343 Donations of Sick Leave	
Section 470 Workday	8.10.18 adopted KPBSD counter-proposal to KPEA
Section 550 Dues, Fees, Deductions, Continuing Membership 8.9.18 KPBSD proposal	
Section 650 Duration	

KPEA Proposal to the District	Date of Tentative Agreement (TA)
Section 105 Teachers' Salary Schedule	
Section 110 E Salary Conditions	
Section 210 Health Care	
Section 305 Instructional Leave	2.15.18 adopted KPBSD language
Section 306 Instructional Leave Bank	2.15.18 adopted KPBSD language
Section 320 Personal Leave	
Section 325 Personal and Sick Leave for Less Than Full Time Employees	
Section 340 M. Sick Leave	
Section 342 Use of Sick Leave for Bereavement	2.15.18 adopted KPEA language
Section 470 D. & E. Workday	8.10.18 adopted KPBSD counter-proposal to KPEA
Section 475 Teacher Preparation Periods	
Section 550 Dues, Fees, Deductions, Continuing Membership 8.9.18 KPEA counter-proposal to KPBSD proposal	

Section Not Proposed for Change by Either Party	Date of Tentative Agreement (TA)
Article 100 District Rights	2.15.18
Article 101 Association Recognition	2.15.18
Article 102 Contract Definitions for the Purpose of this Agreement	2.15.18
Article 115 Initial Placement on the Salary Schedule	2.15.18
Article 120 Extracurricular Programs	2.15.18
Article 130 Reimbursement for Physical Examination	2.15.18
Article 135 Mileage Reimbursement Rate	2.15.18
Article 140 Discretionary Materials	2.15.18
Article 150 Vandalism	2.15.18
Article 220 Liability Insurance	2.15.18
Article 221 Worker's Compensations	2.15.18
Article 230 Life Insurance	2.15.18
Article 232 Insurance During Approved Leaves	2.15.18
Article 307 Legal Leave	2.15.18
Article 310 Career Development	2.15.18

Article 325 Personal and Sick Leave for Less Than Full-Time Employees	2.15.18
Article 330 Civic Leave	2.15.18
Article 335 Sabbatical Leave	2.15.18
Article 339 Automated Substitute System	2.15.18
Article 341 Sick Leave Bank	2.15.18
Article 345 Unpaid Leave of Absence	2.15.18
Article 346 Leave of Absence for Reserve or Auxiliary Members of Armed Forces (AS 39.20.340)	2.15.18
Article 405 Additional Educational Employment	2.15.18
Article 410 Involuntary Transfers	2.15.18
Article 415 Student Discipline Procedure	2.15.18
Article 420 Duty Free Lunch	2.15.18
Article 425 School Closures	2.15.18
Article 427 Forced Absences	2.15.18
Article 430 End of Quarter Days	2.15.18
Article 431 Inservice Training and Workshops	2.15.18
Article 435 Job Openings	2.15.18
Article 436 Teacher Involvement in Selection of Administration	2.15.18
Article 440 Job Sharing	2.15.18
Article 445 Personnel 201 Files	2.15.18
Article 446 Due Process	2.15.18
Article 450 Academic Freedom	2.15.18
Article 451 Assignment of Student Grades	2.15.18
Article 455 Reduction of Staff	2.15.18
Article 460 Recall Rights and Tenure Acquisition	2.15.18
Article 463 Subcontracting	2.15.18
Article 466 Specialists	2.15.18
Article 474 Impact of Class Size	2.15.18
Article 479 Teacher Exchange	2.15.18
Article 480 Notification of Non-Retentions	2.15.18
Article 483 Teacher Rights	2.15.18
Article 490 Teacher Evaluation	2.15.18
Article 505 Information	2.15.18
Article 510 Release Time for Meetings	2.15.18
Article 515 Meetings	2.15.18
Article 520 Use of School Buildings	2.15.18
Article 525 Use of School Equipment	2.15.18
Article 530 Supplies	2.15.18
Article 535 Mail Facilities	2.15.18
Article 540 Non-jeopardy Clause	2.15.18
Article 541 Membership Rights	2.15.18
Article 545 KPEA Professional Leave	2.15.18
Article 553 IRS Section 125 Plan	2.15.18
Article 555 Other Deductions	2.15.18

Article 560 Conformity to Law	2.15.18
Article 565 School Board Agenda	2.15.18
Article 575 Bulletin Boards	2.15.18
Article 630 Agreement Dissemination	2.15.18
Article 640 Grievance Procedures	2.15.18