

**KPBSD proposal to 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.
- For FY20, the district's portion of the cap for the TP shall increase to \$1781.45 / month and to \$1695.61 / month for the HDHP.
- The HCPC will look at, no later than June 30, 2020, the following:
 - deductibles at a minimum of \$2,000/\$4,000 and out of pocket maximums at a minimum of \$3,000/\$4,500;
 - if an HSA is adopted, it must meet eligible IRS plan requirements;
 - mandatory generic prescription program;
 - reduced number of eligible visits for chiropractic/massage/and physical therapy, with medical necessity required for all;
 - Medical Review Committee (MRC) as recommended by broker for the purpose of evaluating the quality, cost of, or necessity for hospitalization or major health care;
 - wellness program as recommended by broker that considers dependent participation;
 - tiered premium structure

This proposal expires May 31, 2019.