



Contact: Pegge Erkeneff
[Communications Specialist](#)
907.714.8888
Fax: 907.262.5867
Pegge@kpbsd.org

148 N. Binkley
Soldotna, AK 99669
www.KPBSD.k12.ak.us

KENAI PENINSULA BOROUGH SCHOOL DISTRICT

PRESS RELEASE

KPBSD new last best offer for KPEA and KPESA

Soldotna, May 4, 2012—the Kenai Peninsula Borough School District (KPBSD) negotiating team authorized the negotiation mediator to present both Kenai Peninsula Education Association (KPEA) and Kenai Peninsula Education Support Association (KPESA) bargaining teams a new last best offer on May 2, 2012, during confidential contract negotiation mediation. The offer was not accepted, and mediation concluded on May 2, 2012. No final agreement was reached.

The KPBSD new last best offer was rejected by KPEA and KPESA, and included:

- An annual raise built into employee contracts (based on longevity and education) commonly referred to as steps and lanes. This annual percentage range is between:
 - Certified employees/KPEA range: 1.78% and 4.82%
 - Classified employees/KPESA range: 3.44% and 12.34%
- A 1% salary increase, each year, for the next three years.
- A \$ 600.00 one-time inflationary payment for services in FY12 for all KPEA and KPESA employees. The increase is contingent on reaching a new three year contract agreement by June 30, 2012. In addition, the following allocations are offered:
 - An additional \$400 for KPEA employees at the bottom of columns C+54/M; C+72/M, and C+90/M if the employee did not receive a step in the current year.
 - An additional \$400 for KPESA employees at the end of range (O and Final) if the employee did not receive column movement for the current year.
 - The one-time payment would be pro-rated for employees working 4-6 hours to 75%; employees under 4 hours would receive 50%.
 - This one-time payment for FY12 is eligible for TRS and PERS.
- Two additional paid workdays (at the end of the first semester, and third quarter) with no school in session for students.
- An \$ 840.00 annual reduction in the employee health care contribution for each of the next three years.

KPBSD: ONE DISTRICT, FORTY-FOUR DIVERSE SCHOOLS

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FOR RELEASE MAY 4, 2012

1 OF 2

- The pre-determined monthly health care employee contribution will be 270.00 per month for each of the next three years. The district contribution will be: FY13—\$ 1330.00; FY14—\$ 1350.00; and FY15—\$ 1380.00.
 - If health care expenditures exceed the pre-determined monthly contributions, any necessary increases shall be borne at a rate of 60/40 (District/Employee) for FY13. In FY14 that rate will change to 65/35 if the employee is a participant in the new KPBSD Wellness program (an annual physical paid for by the health care plan). The rate for FY15 will be 70/30 if the employee continues to participate in the KPBSD Wellness program. If the employee does not participate in the KPBSD Wellness program during the FY14 and FY15 school year the rate will be at a rate of 50/50.
 - Permanent and permanent part-time employees who work .75 FTE or more, will be eligible for year-round health care benefits. Employees must complete a probationary period (30 days) before health care benefits are provided.
 - Any employees presently working between four (4) and six (6) hours per day will be grandfathered into the health care program, and given a one-time opportunity to opt-out of the district health care program.
- The extracurricular salary schedule ranges, section 121, will be increased by 1% for each of the next three years.

Mr. Sean Dusek, the spokesperson for the KPBSD negotiating team and Assistant Superintendent for Instruction contacted both KPEA and KPESA on May 2, 2012, after mediation concluded, and requested new meeting dates to continue the collective bargaining negotiations.

Kenai Peninsula Borough School District (KPBSD) began negotiations with the Kenai Peninsula Education Association (KPEA), and the Kenai Peninsula Education Support Association (KPESA) in January 2012. Items for discussion include compensation, employee benefits, health care, and work environment that one or both sides want to address for possible revision.

Link:

May 2, 2012: [Collective bargaining mediation ends between KPBSD and KPEA/KPESA](#)

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