

Tentative Agreement between KPEA/KPESA and KPBSD

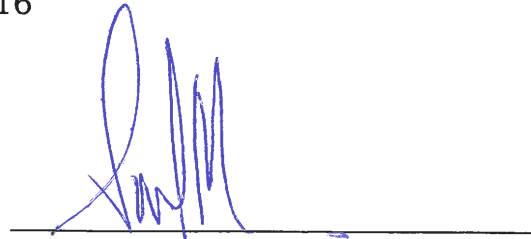
September 7, 2016

- I. Arbitrator's Recommendations with the following exceptions:
 - a. KPESA members who completed their FY16 work calendar shall receive an additional \$750 in FY16 salary, no later than 30 calendar days after ratification. The \$750 is PERS eligible, pro-rated per FTE. This is the board's April 15, 2016 last offer.
 - b. KPEA members who completed their FY16 work calendar shall receive the \$750 and \$250 (longevity step) paid no later than 30 calendar days after ratification.
 - c. On page 9 of the Arbitrator's Recommendations, in the paragraph immediately above the chart, change "January 1, 2017" to "Date of Ratification".
 - d. On page 11 of the Arbitrator's Recommendations, 3rd paragraph, change "July 1, 2017" on lines one (1) and four (4) to "Date of Ratification". Interpretation of the "one-time option" language in last sentence is that the grandparented employee who exercises the opt-out has no right to subsequently opt back into the plan if the employee does not meet the 30 hour requirement.
- II. All Prior T.A.s
- III. Associations agree that their ratifications shall be completed by October 25, 2016.

Dated this 7th day of September, 2016



KPEA



KPBSD



KPESA