

KENAI PENINSULA BOROUGH SCHOOL DISTRICT FREQUENTLY ASKED QUESTIONS IN NEGOTIATIONS



EMPLOYEE CONTRACTS

***Question:* Are KPBSD employees working without a contract?**

Response: Until a new negotiated agreement is reached KPBSD staff are working in Dynamic Status Quo, which extends working conditions from the most recent negotiated agreement. All staff who are eligible for step and column movement on their respective salary schedule received advancement when the new fiscal year 2018-2019 (FY19) began July 1, 2018. The [salary schedule increase this year for employee groups](#) is: KPEA range: 1.78% - 4.82%; KPESA range: 3.39% - 12.35%.

COLLECTIVE BARGAINING PROPOSAL COST

***Question:* How much will the KPEA and KPESA proposals cost?**

Response: Proposals and supposals put forth by KPEA and KPESA would increase district expenditures by approximately [\\$7.4 million dollars](#). Everyone can view the proposals from the Associations and the District, along with supportive document analysis, and items that have reached Tentative Agreements at <http://bit.ly/CollectiveBargainingInKPBSD>. The District is responsibly addressing the fiscal reality by offering a one-year contract, and also proposed a one-time \$500 dollar payment outside of the salary schedule for every employee. If KPBSD could reduce its annual health care contribution of \$23,081.88 or \$21,245.64 per employee, per year, to the same amount that Anchorage pays which is \$20,340, per member, per year, or the same amount that Juneau pays which is \$18,828 per member, per year, the District and Associations would probably have an agreement by now.

HEALTH CARE COSTS

***Question:* How much does the KPBSD contribute per employee, per year, and does KPBSD really contribute more than other large districts?**

Response: Yes, the Kenai Peninsula Borough School District contributes more per employee, per year, than the other four large school districts in Alaska. The KPBSD provides health insurance to its employees through a self-insured model with two options: Traditional Plan or a High Deductible Plan (HDHP). Each plan's total costs for medical, dental, and vision claims, along with administrative and stop loss expenses, are split between the District and the plan participants according to a formula set forth in the negotiated agreement between KPBSD and employee bargaining groups. You can review details in the links below via two graphs, and a detailed analysis.

In the fall of 2018, the Associations requested that the district look into switching to the Public Education Health Trust (PEHT) to provide health care for all our employees. The analysis was completed and [PEHT provided a proposal to the district](#), but after receiving this quote and 4-tier rate information from AON Risk Services, neither the District, KPEA, or KPESA proposed

health insurance through the PEHT. Currently, [the district already contributes more on behalf of each employee for health insurance](#) than the other large districts in the state.

Healthcare Contributions for Employees

- [FY19 GRAPH: School District Annual Health Care Contributions per teacher](#)
- [FY19 GRAPH: School District Annual Health Care Contributions per support staff](#)
- [FY19 DETAILED DESCRIPTION: School District Annual Health Care Contributions per teacher](#)

PERSONAL DAYS

***Question:* How many personal days do KPBSD employees earn each year, and how many can be accrued?**

Response: KPBSD reports to the Alaska Association of School Boards (AASB) that employees earn four personal days per year, and can have a maximum accumulation of eight days of personal leave on the books. The District has no control over how AASB reports the information, once provided, just as AASB has no control over how people interpret or misuse information from the report.

SWING-SHIFT DANGERS?

***Question:* Does working a swing shift contribute to dangerous health risks for employees in these positions?**

Response: The District is willing to evaluate credible evidence supporting this claim of dangerous risks. The District currently provides shift-differentials in the amounts of .25 and .40 cents per hour for swing shift and graveyard shift work, respectively.

COACHING ACTIVITIES

***Question:* Why aren't support staff allowed to be hired as coaches for KPBSD co-curricular activities?**

Response: Currently only teachers are eligible to receive stipends to coach co-curriculars. While some school districts permit hourly employees to perform stipend work, that action leaves those districts open to claims of Federal Fair Labor Standards Act violations and potentially significant financial liability. That is not a risk the District is willing to accept. KPBSD Human Resources hopes that a solution may be found that is not in violation of the Federal Fair Labor Standards Act, and would not open the District to legal action.

FINANCIAL DOCUMENTS

***Question:* Where can the public find KPBSD financial reports and documents?**

Response: The Comprehensive Annual Financial Report (CAFR) was made available to the public on November 28, 2018, when the board packet was posted online in Board Docs. It was presented at the December 3, 2018, board meeting by KPBSD auditor Alex Beckman.

[The CAFR and audit report were then posted to the KPBSD Finance Department webpage on December 11, 2018.](#) The District has repeatedly been recognized for excellence in budgetary practices, and this year's reporting has followed the same procedures as in previous years.