

Included:

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102 CONTRACT DEFINITIONS FOR THE PURPOSE OF THIS AGREEMENT

- A** *Aggrieved Person* or *Grievants* shall mean a certificated employee or group of certificated employees filing a grievance.
- B** *Association* is the organization **Kenai Peninsula Education Association, also referred to as KPEA,** which is recognized, ~~for the purpose of this agreement,~~ to represent certificated employees **as recognized in Section 101 of this agreement.** ~~whose regular salary is determined by the teacher's salary schedule.~~
- C** *Association Representative* is **the President of KPEA or designee(s) including but not limited to officers, executive board members, elected or appointed members who represent the Association at the various work sites throughout the District, and affiliated association staff.**
- D** *Bargaining Unit* is **all certificated, non-supervisory employees, as established in Section 101.**
- E** *Board* is the Board of Education of the Kenai Peninsula Borough School District.
- F** *District* is the Kenai Peninsula Borough School District.
- G** *Domestic Partner(s)* refers to two people who live together in a committed relationship intending to be emotionally and financially responsible for each other, but are not legally married.
- H** *Employee* when used hereinafter in the Agreement shall refer to all certificated employees represented by the Kenai Peninsula Education Association.
- I** *Forms Page* refers to the page on the District website that contains all referenced forms, which can be found at this URL: **<https://kpbsd.org/document-library/>**
- J** *Highly qualified teachers* shall be defined as found in 4 AAC 04.210.
- K** *KPEA* or Association when used hereinafter in the Agreement shall refer to the Kenai Peninsula Education Association.
- L** *Separation* is **any discontinuance of the employment relationship between the Board and employee, which is not a termination.**
- M** *Superintendent* is the Superintendent of the Kenai Peninsula Borough School District or designee and shall hereafter be referred to as the Superintendent.
- N** *Termination* is ~~a dismissal, resignation, or other discontinuance of the employment relationship between the Board and certificated teacher~~ **is dismissal from employment pursuant to AS 14.20.170.**
- O** *Transfer* specifies a change from the building unit(s) to which a teacher is assigned.

P *Unit* is an individual school or other assigned department.

105 TEACHER'S SALARY SCHEDULE

Increase of 3% in FY26, 2.0% in FY27, and 2.0% in FY28. Appendix A to be added.

110 SALARY CONDITIONS

- A.** All ~~teaching~~ positions shall be filled by certificated personnel.
- B.** The effective length of the contract shall normally be a maximum of 188 ~~teacher~~ **employee** days never to include more than 180 student days in session and three (3) ~~teacher~~ **employee** workshop days. In the event that the calendar configuration necessitates the inclusion of both the Labor Day and Memorial Day Holidays, the ~~teacher~~ contract shall be 189 days to accommodate the additional holiday.
- C.** For any school year, the salary placement indicated in the ~~teacher's~~ **employee's** employment contract is binding and irrevocable on both the District and the individual ~~teacher~~ **employee** for that school year if no objection to the salary placement is raised in writing by either the District or the ~~teacher~~ **employee** on or before November 1 of the school year. If notification is received prior to November 1 and an adjustment to the salary placement is warranted, retro-active payment shall be made for the current year only.
- D.** A ~~teacher~~ **employee** ~~teaching~~ **working** part time for a full year will be credited with a year of service for advancement on the salary schedule for each year of service. ~~Teachers~~ **Employees** who request less than full-time contracts and move to that status will receive proportionate credit.
1. .50 - .74 will earn one (1) step every second year.
 2. .75+ will receive full credit.

E. NATIONAL BOARDS OR DOCTORATE

Educators holding a PhD's will receive **four thousand dollars (\$4,000)** added to annual salary. ~~National Board of Professional Teaching Standards Certification or Certificate of Clinical Competency from the American Speech, Language and Hearing Association or National Certification of School Psychologists (NCSP) from the National Association of School Psychologists, or National Board Certification from the National Board for Certification of Occupational Therapy, or physical therapists with~~ **Educators holding a national certification** will receive **two thousand dollars (\$2,000)** added to annual salary. **"National certification" means individual achievement of national professional teaching or educational job-role standards as certified by a nationally recognized board, and will include**

- **the National Board for Professional Teaching Standards (NBPTS),**
- **the American Speech Language Hearing Association, (ASHA) Certificate of Clinical competence (CCC's),**
- **Nationally Certified School Psychologist (NCSP),**
- **National Certified School Counselor (NCSC),**
- **National Certification for School Social Workers (NCSSW),**
- **National Board for Certification in Occupational Therapy (NBCOT-OTR),**
- **Federation of State Boards of Physical Therapy (FSBPT) NPTE,**
- **National Orientation and Mobility Certification (NOMC),**

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- **Board Certified Behavioral Analyst (BCBA).**

Only one PhD or one national certification will be recognized.

- F.** All ~~teachers~~ **employees** not receiving a step increase in column C+90/M will receive a longevity increase of two percent (2.0%) in ~~FY22, FY23, and FY24~~ **FY26, FY27, and FY28** based on C+90/M. A one hundred dollar (\$100) flat payment will be paid per year for each year the employee remained at longevity.
- G.** Vertical movement (steps) on the salary schedule shall be limited in any year to one step. There is no limit to column movement except movement beyond “C+36 or M” will require a Master’s degree. College/University credits must be accredited from one of the following seven regional accreditations associations: The Middle States Commission on Higher Education; The New England Commission on Higher Education; The Higher Learning Commission; The Northwest Commission on Colleges and Universities; The Southern Association of Colleges and Schools Commission on Colleges; The WASC Senior College and University Commission; or, The Accrediting Commission for Community and Junior Colleges, Western Association of Schools and Colleges.

Course approval may be requested prior to taking classes using the form posted on the District website on the Forms page. Courses taken as part of a District internship will not be excluded for salary column advancement.

H. ATHLETIC DIRECTORS

Athletic Directors are frequently required to be available when they are not near a district phone. Employees in this role may submit receipts for cell phone and/or internet service costs and shall be reimbursed up to five hundred dollars (\$500) annually. The receipts will be dated July 1 to June 30 for the same fiscal year in which reimbursement is requested.

115 INITIAL PLACEMENT ON THE SALARY SCHEDULE

The initial salary schedule placement for employees will be determined by the Human Resources Department at the time of issuance of actual contracts. The following documents must be submitted to HR no later than November 1:

- A.** Verification of previous service;
- B.** Official transcripts that give evidence of the following:
 - 1.** An earned bachelor's degree; and
 - 2.** Coursework and degrees completed after the earned bachelor's degree; and
 - 3.** Completion of a teacher education or special services program or, in the absence of a completed program, credits demonstrating the progress toward completion of the program.
- C.** A copy of the ~~teacher~~ **employee's** current teaching certificate.

COLUMN PLACEMENT

Placement on the salary schedule will be based upon credits earned after completion of an accredited teacher education program or special services program, unless an advanced degree in the subject area relative to the ~~teacher~~ **employee's** certification was earned before the certificate was issued.

Credits earned after completion of an accredited teacher education program or special services program will be evaluated by the Human Resources Department and must qualify under at least one of the following:

- A.** taken as a part of a completed advanced degree; or
- B.** relate to an immediate assignment.

Candidates earning their teaching certificate through the MAT (Master of Arts in Teaching) Program will be given credit for an advanced degree.

College/University credits must be accredited from one of the following seven regional accreditation associations:

- The Middle States Commission on Higher Education;
- The New England Commission on Higher Education;
- The Higher Learning Commission;

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The Northwest Commission on Colleges and Universities;
The Southern Association of Colleges and Schools Commission on Colleges;
The WASC Senior College and University Commission on Colleges; or,
The Accrediting Commission for Community and Junior Colleges, Western Association of Schools and Colleges.

STEP PLACEMENT

Initial placement on the salary schedule will recognize all creditable school experience earned with KPBSD and a maximum of twelve (12) full-time years of creditable school experience in a public school or accredited nonpublic school.

~~Of the maximum twelve (12) full-time years of creditable school experience, the following limitations, in accordance with AS 14.20.220, apply to full years of creditable school experience earned outside of Alaska:~~

- ~~a. Six (6) full-time years of school experience from outside of Alaska with an earned bachelor's degree; or~~
- ~~b. Eight (8) full-time years of school experience from outside of Alaska with a conferred master's degree~~

~~Official transcripts documenting a conferred master's degree must be on file with Human Resources for more than six (6) full-time years of creditable school experience from outside of Alaska to be considered for initial salary placement.~~

A minimum of 140 full-time days must be worked as a contracted ~~teacher~~ **employee** in a public school or in an accredited nonpublic school, wherein the ~~teacher~~ **employee** was required to hold a valid teaching certificate in the state, to be considered creditable school experience. Partial years of service will not be recognized for salary schedule placement except for creditable school experience in Alaska as provided for in 4 AAC 15.020.

In determining initial placement on the Salary Schedule, Type C certificated employees with creditable school experience in public school or accredited nonpublic school shall be granted to the same limit as applies when completing initial placement for employees with teaching certificates. Type C certificated employees, when required for the work assignment, will be eligible to apply non-educational institution experience. ~~Two (2) years of non-educational institution experience will be equivalent to one (1) year of creditable school experience, with the same limits as they apply to initial placement for employees with teaching certificates.~~ Work experience shall be defined as work related to an employee's assignment.

Additionally, fifty percent (50%) of all relevant KPBSD experience in a classified position earned in FY26 or later, including but not limited to, aides, tutors, and student support services assistants, will be applied towards initial placement on the salary schedule, provided the employee transitions directly from a classified position at KPBSD to a position covered by this agreement.

120 EXTRACURRICULAR PROGRAMS

An extracurricular program is defined as a separate contract for direct supervision outside of the workday for an activity, club, or sport. There will be no payment for any student activity conducted solely during the workday.

Acceptance of an extracurricular contract is voluntary. Refusal to accept or willingness to perform an extracurricular contract shall have no bearing on continued building assignment or formal evaluation.

- A.** These salaries represent the amount to be paid by the School District when the activity has been approved by the Board and the ~~teacher~~ **employee** has fulfilled the activity contract.
- B.** No extracurricular salary will exceed or be less than the ranges specified except as provided under the terms of this agreement.
- C.** The following payment method shall be used for employees receiving an extracurricular contract:

A lump sum payment will be made at the end of the activity with the regular paycheck specifying regular salary and extracurricular salary. Extracurricular pay shall not be paid early by separate check.
- D.** A separate contract addendum for each extracurricular activity will be issued. Contracts will be issued prior to the beginning of the activity.
- E.** When dividing a single activity between two or more sponsors, the salary shall be prorated between/among them.
- F.** In the event the Board adds a new activity or program to the extracurricular agreement, or significantly redefines an existing activity, the range for this new or redefined activity will be commensurate with equal or similar activities.
- G.** Providing the status of an extracurricular program is known, if a sponsor of an extracurricular activity is not to be rehired for the subsequent year, the sponsor will be notified in writing before the last day of the school term.
- H.** The schedule of activities and the corresponding ranges shall be published on the District's website as an Appendix at the same location as the Negotiated Agreement. Any change for the 2013 school year that lowers a range assignment identified in the Appendix shall be published on July 2, 2012. Any change for the following school year that lowers a range assignment identified in the Appendix shall be made before the last school day of the current school year.
- I.** As positions to sponsor/coach extracurricular activities become vacant, certificated and support staff within their respective buildings who are qualified shall be given the first opportunity **to apply**, with priority consideration given to academic relationships. If not filled **within the building within five (5) working days of the position being noticed**, the position will be advertised **outside the building**. Current employees **outside the building** will be guaranteed the opportunity to interview **as part of the normal process for advertised positions**. Priority consideration will be given to **qualified** KPBSD employees.

140 DISCRETIONAL MATERIALS

The School Board shall allocate a discretionary material fund in the amount of \$250 per ~~teacher~~ **employee annually** to be used by classroom teachers, librarians, and counselors for incidental instructional materials. Half-time employees shall receive one-half the amount allocated to full-time employees. Any monies not utilized by May 1 will revert to the school's general fund.

The form to apply for this discretionary reimbursement can be found on the District website on the Forms page.

210 HEALTHCARE

See separate proposal.

320 PERSONAL LEAVE

~~Certificated~~ Employees shall have five (5) days personal leave per year cumulative to ten (10). Except in situations in which the building administrator and the Superintendent consider extenuating, personal leave will not be granted during the first two (2) weeks or the last two (2) weeks of the school year. ~~No more than ten percent (10%) of certificated staff may take personal leave on any given day.~~

Unused personal leave may be cashed in at the end of the school year per the following guidelines: No more than four (4) days per year may be cashed in. The value of each day will be equivalent to the ~~teacher~~ **employee's** per diem. A request must be received by payroll on or before May 31.

Personal days that are requested and then not used may be reissued after written application (on the form) to the Human Resources Office. Application shall be made within thirty (30) days of the unused personal day.

~~Teacher~~ **Employees** formally retiring from the ~~teaching~~ **education** profession with vested service in the Alaska Teacher's Retirement System may choose from the two following options:

- A.** receive a cash settlement for their accrued personal leave days. This amount shall be the number of accrued personal leave days times their per diem rate; or
- B.** may submit a request no later than November 1 to exchange up to ~~five (5)~~ **seven (7)** personal leave days for a contract extension for site level approved projects. The remainder of personal leave would be eligible for cash out at the per diem rate.

429 CONFERENCES

District scheduled parent-teacher conferences shall be indicated on the school calendar.

Schools may opt for an alternate event in lieu of conferences, with the approval of the Superintendent or designee. Any alternative school-wide conference schedules or alternate events in lieu of conferences proposed by individual schools must be approved in advance by the Superintendent or designee, and the Association will be notified of any approval.

431 INSERVICE TRAINING AND WORKSHOPS

Determination as to the implementation of inservice training will be by the Superintendent.

The District will provide advance notice of the time and place of professional development trainings. The District may provide all employees the opportunity to attend and earn CEUs for a minimum of 30 hours of District-provided professional development annually, that meets DEED CEU requirements.

Building and District administration shall establish an annual process to solicit employee input on the use of professional development days. This process will include the following:

- **Annual Surveys: Anonymous digital surveys will be distributed to all employees via email or a designated platform at a minimum of once per year.**
- **Feedback Transparency: An aggregated summary of survey responses will be posted on the designated platform within 30 days of finalizing the results.**

At the discretion of the District administration, employees may conduct professional development for the staff throughout the District. Unless identified in their job description, no employee shall be required to plan, develop, organize, or conduct professional development (in-service) programs and/or presentations. Employees who do so will be provided with a minimum of two (2) hours of paid time, subject to prior approval, at the per diem rate for the planning and preparation of professional development.

Employees are required to complete District-mandated training as set forth through statute and Board policy. Building administrators will allocate two (2) hours per school year through staff meetings, building-directed in-service days, and other arranged times during the normally scheduled workday to work toward completion of such trainings.

432 SPECIAL EDUCATION WORKLOAD

A. It is recognized that employees working primarily with students receiving Special Education services have duties and responsibilities exceeding the normal, frequently on top of a regular teaching and preparation workload. For this reason, the following will be provided by the district to Special Education teachers and Related Services Providers:

- **Six (6) Saturdays will be scheduled throughout the school year — three per semester — by the Student Support Services (SSS) department. These days are designated for Special Education teachers and Related Service Providers to complete documentation associated with Individualized Education Plans (IEPs) for students on their caseloads. Participation in IEP Saturdays is voluntary and the work completed on these days will be employee-directed. Employees who participate will be compensated at their per diem rate for the full day. Employees must verify full-day attendance as requested.**

490 TEACHER EMPLOYEE EVALUATION

- A.** Teachers **Employees** will be evaluated in accordance with the District's evaluation procedures adopted by the Board, which meet the requirements of AS 14.20.149.
- B.** **Employees shall be notified which evaluation pathway they will be on for the year by October 1. The employee evaluation pathway may change after this date, if necessary and in accordance with the District's evaluation procedures.**
- C.** The evaluation must clearly indicate when information other than specific observations by the evaluator has been used and clearly identify the source of the information.
- D.** If the purpose of an evaluation conference is to place a ~~teacher~~ **employee** on a Directed Assistance Plan or Plan for Improvement, the ~~teacher~~ **employee** has the right to request Association **Representation** and shall be given at least forty-eight (48) hours to obtain such representation. No ~~teacher~~ **employee** shall be placed on a Plan for Improvement without: (1) an individual pre-evaluation conference with the evaluator; (2) a minimum of two observations by the evaluator; and (3) a post-evaluation conference after each observation. The areas needing improvement, the program to be followed that shall include expectations, activities and prescribed timelines, the monitoring system, and duration shall be included in the Plan for Improvement.
- E.** ~~Teacher~~ **Employees** shall have the right to respond, in writing, to an evaluation.
- F.** If a change in the evaluation procedure is to be considered, the Association President shall be involved.

580 ~~DISSEMINATION OF~~ ORIENTATION AND MEMBERSHIP MATERIALS

- A.** The District will include a link to a welcome letter from the Association that includes links to membership materials and applications in their onboarding materials for new hires. If the District delivers onboarding materials in a paper format, the letter from the Association will be included.
- B. The District will provide the Association at least ten (10) days' notice of all new employee orientations.**

650 DURATION

Except for Section 210 Healthcare, the Agreement will remain in full force and effect retroactive to July 1, 2025 2021, unless a later effective date is set forth in the Agreement, until June 30, 2028 2024. Section 210 will take effect on July 1, 2026.

No later than January 15 of the year in which this Agreement terminates, either party may give notice of its desire to open negotiations with respect to a successor agreement by delivering a written request to the other party. ~~The notification shall indicate the initial items of negotiations in which the serving party is interested and a brief description of the nature of the changes.~~

The parties will meet to negotiate on such termination, modification, or amendments no later than February 15 of the year in which this Agreement terminates. Those items ~~contained in the opening notifications, and any additional items~~ brought to the first bargaining session, shall be the only items discussed during the negotiation sessions, unless mutually agreed.

Nothing herein will preclude the termination, modification or amendment of this Agreement at any time by written mutual consent of the parties.

APPENDIX A: SALARY SCHEDULE

2025-26 (3.0% increase)

Step	C	C+18	C+36 or M	C+54/M	C+72/M	C+90/M
(A)	54,630	56,246	58,958	60,888	62,819	64,756
(B)	56,246	58,959	60,888	62,819	64,756	66,688
(C)	58,958	60,889	62,819	64,756	66,688	68,624
(D)	60,888	62,820	64,756	66,688	68,624	70,559
(E)	62,819	64,756	66,688	68,624	70,559	72,490
(F)	64,756	66,688	68,624	70,559	72,490	74,422
(G)	66,686	68,652	70,559	72,490	74,422	76,351
(H)	69,530	70,559	72,490	74,422	76,351	78,289
(I)	71,423	72,490	74,422	76,351	78,289	80,218
(J)	73,278	75,328	76,351	78,289	80,218	82,153
(K)	75,101	77,222	78,289	80,218	82,153	84,084
(L)	76,884	79,080	81,127	82,153	84,084	86,016
(M)		80,898	82,638	84,084	86,016	87,951
(N)		82,684	84,533	86,016	87,951	89,886
(O)			86,391	88,856	90,792	92,732
(P)			88,210	90,748	92,688	94,472
(Q)			89,994	92,606	94,545	96,364
(R)				94,426	96,363	98,223
(S)				96,212	98,147	100,040
(T)						101,826
					LONGEVITY	
					2%	103,863

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2026-27 (2.0% increase)

Step	C	C+18	C+36 or M	C+54/M	C+72/M	C+90/M
(A)	55,723	57,371	60,137	62,106	64,075	66,051
(B)	57,371	60,138	62,106	64,075	66,051	68,022
(C)	60,137	62,107	64,075	66,051	68,022	69,996
(D)	62,106	64,076	66,051	68,022	69,996	71,970
(E)	64,075	66,051	68,022	69,996	71,970	73,940
(F)	66,051	68,022	69,996	71,970	73,940	75,910
(G)	68,020	70,025	71,970	73,940	75,910	77,878
(H)	70,921	71,970	73,940	75,910	77,878	79,855
(I)	72,851	73,940	75,910	77,878	79,855	81,822
(J)	74,744	76,835	77,878	79,855	81,822	83,796
(K)	76,603	78,766	79,855	81,822	83,796	85,766
(L)	78,422	80,662	82,750	83,796	85,766	87,736
(M)		82,516	84,291	85,766	87,736	89,710
(N)		84,338	86,224	87,736	89,710	91,684
(O)			88,119	90,633	92,608	94,587
(P)			89,974	92,563	94,542	96,361
(Q)			91,794	94,458	96,436	98,291
(R)				96,315	98,290	100,187
(S)				98,136	100,110	102,041
(T)						103,863
					LONGEVITY	
					2%	105,940

DISTRICT (KPEA) PACKAGE PROPOSAL 2/25/26

2027-28 (2.0% increase)

Step	C	C+18	C+36 or M	C+54/M	C+72/M	C+90/M
(A)	56,837	58,518	61,340	63,348	65,357	67,372
(B)	58,518	61,341	63,348	65,357	67,372	69,382
(C)	61,340	63,349	65,357	67,372	69,382	71,396
(D)	63,348	65,358	67,372	69,382	71,396	73,409
(E)	65,357	67,372	69,382	71,396	73,409	75,419
(F)	67,372	69,382	71,396	73,409	75,419	77,428
(G)	69,380	71,426	73,409	75,419	77,428	79,436
(H)	72,339	73,409	75,419	77,428	79,436	81,452
(I)	74,308	75,419	77,428	79,436	81,452	83,458
(J)	76,239	78,372	79,436	81,452	83,458	85,472
(K)	78,135	80,341	81,452	83,458	85,472	87,481
(L)	79,990	82,275	84,405	85,472	87,481	89,491
(M)		84,166	85,977	87,481	89,491	91,504
(N)		86,025	87,948	89,491	91,504	93,518
(O)			89,881	92,446	94,460	96,479
(P)			91,773	94,414	96,433	98,288
(Q)			93,630	96,347	98,365	100,257
(R)				98,241	100,256	102,191
(S)				100,099	102,112	104,082
(T)						105,940
					LONGEVITY	108,059
					2%	

APPENDIX B

All forms related to District employment may be accessed at <https://kpbsd.org/document-library/>

If employees require assistance accessing a form, please contact the appropriate department for support.