

545 KPEA PROFESSIONAL LEAVE

A. ASSOCIATION LEAVE

The School Board shall grant a minimum of one and a half (1.5) days for each fifteen (15) members of the bargaining unit. **Days beyond those provided, if approved, shall be done so with the understanding that the Association will pay the substitute costs, if any.** The unused leave will be allowed to accumulate from year to year to facilitate negotiation years.

B. NEA LEAVE

NEA leave shall be granted to State officers and to members of committees and commissions as requested by the State or National Associations. A maximum of fifteen (15) days shall be approved, at District expense, to be used for official NEA State or National Association business. **Days beyond those provided, if approved, shall be done so with the understanding that the Association will pay the substitute costs, if any.**

C. PRESIDENT RELEASE TIME

The District agrees to grant a ~~leave~~ **release** time request for the President of the Kenai Peninsula Education Association for each year of the current contract, if requested. **This release time is granted based on recognition that the employee's time in this role is spent on administrative duties that include labor representation and liaising.** The President's release time shall be granted by the District, provided that the following conditions are met:

- 1.** the Association shall ~~pay~~ **reimburse the District** the full salary and benefits costs for the released President;
- 2.** the President shall not be released until the District has found an acceptable substitute who can perform the President's professional duties and responsibilities;
- 3.** the request, **with the expected contracted days and FTE of the release,** must be made in writing prior to April 15 of each year for the following school year.

The employee shall continue to accrue credit for service toward salary increases and retirement, if and as allowable under the Division of Retirement and Benefits, while serving in this position.

At the conclusion of the president's term, the employee shall have the first right to refuse a vacant position for which the employee is qualified at the school in which the employee previously taught.

Individual Proposal:

Article 545 KPEA Professional Leave

Proposed via email 12/16/25

Included in Package Supposal:

Article 102	Definitions	Changed 1/20/26
Article 105	Salary Schedule	Changed 1/20/26
Article 110	Salary Conditions	Changed 1/20/26
Article 111	Retirement Contributions	Changed 1/20/26
Article 115	Initial Placement	Changed 1/20/26
Article 120	Extracurricular Programs	Changed 1/20/26
Article 140	Discretionary Materials	Package from 10/8/25
Article 210	Healthcare	As proposed jointly on 1/20/26
Article 320	Personal Leave	Changed 1/20/26
Article 325	Personal and Sick Leave – part time	Initial KPEA Proposal 2/12/25
Article 429	Conferences	Initial KPEA Proposal 2/12/25
Article 430	End of Quarter Days	Initial KPEA Proposal 2/12/25
Article 431	Inservice Training and Workshops	KPEA Proposal from 8/27/25
Article 432	Special Education Workload	Changed 1/20/26
Article 490	Employee Evaluation	KPEA proposal from 8/27/25
Article 580	Orientation and Membership Materials	Package from 10/8/25
Article 650	Duration	Changed 1/20/26
Appendix A	Salary Range Assignments Schedule	Changed 1/20/26
Appendix B	Extra-Curricular Nominal Fees and Range Assignments	Changed 1/20/26
Appendix C	District Forms	withdrew proposal 1/20/26

Blue highlights need discussion/have questions for the District

102 CONTRACT DEFINITIONS FOR THE PURPOSE OF THIS AGREEMENT

- A Aggrieved Person or Grievant** 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 Article 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 Article 101.
- E Bargaining Unit work** is work that normally is, or could be, performed by bargaining unit members.
- F Board** is the Board of Education of the Kenai Peninsula Borough School District.
- G Certificated Classroom Teacher** is a certificated employee whose regular salary is determined by the teacher's salary ~~schedule~~ **primary duty is classroom instruction, or is assigned similar duties and/or schedule to that of a classroom teacher.** As used in this agreement, **classroom teacher, teacher, and certificated teacher** have the same meaning.
- H Day** means workday, except for those instances where it is specified as "calendar" day.
- I District** is the Kenai Peninsula Borough School District.
- J 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, **and who file a Domestic Partnership Affidavit form with the District.**
- K Employee** when used hereinafter in the Agreement shall refer to all certificated employees represented by the Kenai Peninsula Education Association.
- L Forms Page** refers to the page on the District website that contains all referenced forms, which can be found at this URL: <https://www.kpbsd.k12.ak.us/forms.aspx> **refer to current digital copies of any form as required to complete processes, exercise rights, or access benefits, which shall be made available on the District website at <https://kpbsd.org/document-library/>. Assistance accessing a form will be provided within two (2) days, upon request to Human Resources.**
- ~~**M Highly qualified teachers** shall be defined as found in 4 AAC 04.210.~~
- ~~**N KPEA** or Association when used hereinafter in the Agreement shall refer to the Kenai Peninsula Education Association.~~
- O Separation** is any discontinuance of the employment relationship between the Board and

employee, initiated by either party.

P Subcontract: Assignment of bargaining unit work, in whole or in part, to vendors, volunteers, individuals outside the bargaining unit, or members of other bargaining units.

Q Superintendent is the Superintendent of the Kenai Peninsula Borough School District or designee and shall hereafter be referred to as the Superintendent.

R 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.**

S Transfer specifies a change from the building unit(s) to which a teacher is assigned.

T Unit is an individual school or other assigned department.

U Year means July 1 through June 30, unless otherwise specified.

Changed 1/20/26

105 TEACHER'S SALARY SCHEDULE

The Salary Schedule(s) may be found in Appendix A.

~~Salary schedule for FY22 effective July 1, 2021 will remain the same as the FY21 salary schedule. In FY22 a one-time payment of fifteen hundred dollars (\$1,500) prorated per FTE will be paid for those employed on date of ratification.~~

~~Salary schedule increases in the amount of one percent (1.0%) in FY23 effective July 1, 2022.~~

~~Salary schedule increases in the amount of two percent (2.0%) in FY24 effective July 1, 2023.~~

Former salary schedules removed to save space.

Changed 1/20/26

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

- and all other similar national certifications.

When funded by the state, the following will also apply:

- **The addition to annual salary for those holding a national certification will increase to five thousand dollars (\$5,000).**
- **The district will also reimburse each educator who is pursuing an initial national certification or renewal of a national certification for the costs they have paid to a nationally recognized board in pursuing or renewing the certification, including the costs of course materials, registration, and testing.**

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~~ **each year** 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"~~ **to C+90/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.

I. SUBSTITUTING FOR ADMINISTRATORS

Upon request of a building or district administrator, an employee may volunteer to act as a substitute for a building or district administrator. In this "acting" supervisory position, the Employee shall receive an additional one-hundred-dollar (\$100) stipend per day, in addition to their normal salary. This shall be on a short-term and temporary basis. This is strictly voluntary, and no employee shall be required to substitute for administration.

Changed 1/20/26

111 RETIREMENT CONTRIBUTIONS

A Tier III members may request to roll over sick leave at their per diem rate to contribute to their District-sponsored 403(b) or 457 supplemental retirement account in the amount defined below:

Tier III members with at least:

- 13 sick days accrued may contribute up to one (1) sick day per year
- 26 sick days accrued may contribute up to two (2) sick days per year
- 100 sick days accrued may contribute up to three (3) sick days per year

Annual requests to roll sick leave into a supplemental retirement account must be received by the District Business Office no later than May 1st on the District provided request form. Timely requests will be processed between May 1st and May 31st. Exceptions may be granted after May 1st if the employee will no longer be employed by KPBSD.

B Employees who are unable to apply sick leave towards retirement in their respective Retirement System (TRS Tier III) shall be eligible to roll all unused sick leave accrued while employed by KPBSD into their supplemental retirement account at **sixty seven percent (67%)** of their per diem rate, upon **death**, resignation or retirement from the District.

Changed 1/20/26

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;
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.

Current employees that are now eligible for movement to a higher column shall have all not-previously-credited College/University credits credited and shall be moved to the appropriate column on the salary schedule. When employees submit documentation of College/University credits by November 1, the column change shall be applicable retroactively to the start of the school year.

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 other than teachers 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 teachers employees with teaching certificates. Type C Certificated employees other than teachers, when required for the work assignment, will also 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 Non-educational institution experience shall be defined as work related to an employee's assignment.

Additionally, fifty percent (50%) of all relevant in-district experience in a classified role earned in FY26 or later, including but not limited to, aides, tutors, and student support services assistants, will be applied towards placement on the salary schedule.

Current employees that did not previously receive service credit for verifiable years of experience shall have all not-previously-credited years of service credited and shall be moved to the

appropriate step on the salary schedule. When employees submit verification of years of service by November 1, the step change shall be applicable retroactively to the start of the school year.

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 ~~The~~ salaries **and range assignments found the APPENDIX B: EXTRACURRICULAR RANGE ASSIGNMENTS AND SALARY SCHEDULE**, 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, **positions will first be noticed to** certificated and support staff within their respective buildings **for a minimum of five (5) working days. Building employees** ~~who are qualified~~ shall be given the first opportunity **to apply and shall be interviewed**, with priority consideration given to academic relationships. If not filled **by a qualified candidate** within the building, 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.

121-EXTRACURRICULAR SALARY SCHEDULE

Extracurricular range values for employees shall be:

Range	Amount
1	\$388.40
2	\$484.40
3	\$775.71
4	\$969.91
5	\$1,454.32
6	\$1,939.82
7	\$2,424.22
8	\$2,909.73
9	\$3,394.14
10	\$3,879.65
11	\$4,364.05
12	\$4,848.46

140 DISCRETIONAL MATERIALS

The School Board shall allocate a discretionary material fund in the amount of **three hundred seventy-five dollars** ~~\$250~~ (**\$375**) 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.

As proposed jointly on 1/20/26

Article 210

Healthcare

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.

Employees may purchase two (2) additional days at the cost of \$225.00 per day when all other personal leave is exhausted.

~~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~~ **May 31st** to exchange up to ~~five (5)~~ **10 (ten)** 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.

325 PERSONAL AND SICK LEAVE FOR LESS THAN FULL-TIME EMPLOYEES

~~Teachers~~ **Employees** on half-time contracts shall receive only ~~four (4)~~ **sick (6)** half-days personal leave and twelve (12) half-days sick leave. These benefits for other employees working more than one half-time will be prorated to the proportion of their contract.

429 CONFERENCES

District scheduled parent-teacher conferences which are indicated on the school calendar will occur not more than twice per school year, and no employee shall be required to attend conferences at more than one site. Regular communication with parents is a professional responsibility. If an employee is unable to attend District scheduled conferences, an alternative schedule for parent conferences will be cooperatively developed with the principal. Upon completion of the alternative schedule, the employee shall suffer no loss in pay or leave.

In the event that class size prevents an employee from scheduling all conferences in the allotted time, the employee will be compensated for the actual time spent in additional conferences at their prorated per diem, with a minimum of two (2) hours.

Schools may opt for an alternate event in lieu of conferences, with the approval of the Superintendent or designee. An evening of regularly scheduled parent-teacher conferences or an alternate event in lieu of conferences shall be considered the same as Friday afternoon for the purpose of the definition of workday.

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.

430 END OF QUARTER DAYS

~~The last day of each of the first three academic quarters will be a half-day teacher work day and a half day in-service. The half-day teacher work day will be used at the teacher's discretion for grading and planning purposes.~~

A minimum of two of the calendared non-student days prior to the start of the school year shall be used solely for uninterrupted, employee-directed time, for the purposes of preparing for the first day. These shall not include any mandatory trainings, meetings, or professional development.

The last day at the end of the first, second and third quarters shall be an employee-directed, student-release day for the purpose of grading, assessment, and planning (GAP) by employees. Fourth quarter grades/report cards/comments will be due before the employee is released for summer.

To opt out of this provision, schools on variance calendars may submit a proposal to District administration in accordance with calendar submission deadlines. **Employees at these sites shall be compensated at their per diem rate for comparable employee-directed time if GAP days are not provided on a variance calendar.**

Schools on variance calendars are Kachemak Selo, Nanwalek, Nikolaevsk, Port Graham, Razdolna, Susan B. English, Tebughna, Voznesenka.

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 shall 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 no later than October 31 each year. Surveys will include specific questions about preferred professional development topics, formats, and barriers to participation, and will include an opportunity to make open comments or suggestions.**
- **Feedback Transparency: A summary of aggregated input from the survey and a statement from the District including a preliminary plan to address/incorporate the input gathered through the survey will be made available within the Employee Portal and a notification will be emailed to all employees within 30 days of the survey closing.**

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:
- Four (4) Saturdays will be scheduled throughout the school year (two per semester) by the Student Support Services (SSS) department. These days are designated for eligible employees to work on documentation associated with Individual Education Plans for students on their caseload. These days will be employee-directed and will be optional. Employees who attend will be paid their per diem rate for the day.
 - Six (6) staffing days will be available to each eligible employee for substitute coverage during the normal workday, in order to attend to their additional workload. These days will be employee-directed. Employees may choose to exchange unused days (in minimum of one-hour increments) to offer their team (including team teachers and/or paraprofessionals) employee-directed time to collaborate, free from student supervision and separate from employee planning times, with approval from their supervisor.
- B. If the District wishes to host Special Education-Specific training during in-service days, they will be held as additional days outside of the already-scheduled in-service days. This is to ensure that Special Education employees have the same access to other building-directed in-service, as well as employee-directed preparation time as other employees. Employees attending any additional Special Education-Specific in-service days shall be paid their per diem rate.

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.** **The District Evaluation Handbook shall include a date by which all employees will be notified which evaluation pathway they will be on for the year.**
- 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. One hour of time will be provided during all new employee orientations for Association leadership to share Association membership and contract information.

1/20/26 Changed

650 DURATION

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, 2027 ~~2024~~.

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 SCHEDULES

2025-2026 Salary Schedule – eliminate step 1, +6%

step	C	C + 18	C+36 or M+0	C+54 or M+18	C+72 or M+36	M+54 (=C+90 w/M)
0	\$57,884	\$60,677	\$62,662	\$64,648	\$66,642	\$68,631
1	\$60,675	\$62,663	\$64,648	\$66,642	\$68,631	\$70,623
2	\$62,662	\$64,649	\$66,642	\$68,631	\$70,623	\$72,614
3	\$64,648	\$66,642	\$68,631	\$70,623	\$72,614	\$74,602
4	\$66,642	\$68,631	\$70,623	\$72,614	\$74,602	\$76,589
5	\$68,629	\$70,651	\$72,614	\$74,602	\$76,589	\$78,575
6	\$71,555	\$72,614	\$74,602	\$76,589	\$78,575	\$80,570
7	\$73,504	\$74,602	\$76,589	\$78,575	\$80,570	\$82,555
8	\$75,413	\$77,522	\$78,575	\$80,570	\$82,555	\$84,546
9	\$77,289	\$79,471	\$80,570	\$82,555	\$84,546	\$86,533
10	\$79,124	\$81,384	\$83,490	\$84,546	\$86,533	\$88,522
11	\$79,124	\$83,255	\$85,045	\$86,533	\$88,522	\$90,512
12	\$79,124	\$85,093	\$86,995	\$88,522	\$90,512	\$92,504
13	\$79,124	\$85,093	\$88,908	\$91,444	\$93,437	\$95,433
14	\$79,124	\$85,093	\$90,779	\$93,391	\$95,387	\$97,223
15	\$79,124	\$85,093	\$92,615	\$95,304	\$97,298	\$99,170
16	\$79,124	\$85,093	\$92,615	\$97,177	\$99,169	\$101,084
17	\$79,124	\$85,093	\$92,615	\$99,015	\$101,005	\$102,954
18	\$79,124	\$85,093	\$92,615	\$99,015	\$101,005	\$104,792
19	\$79,124	\$85,093	\$92,615	\$99,015	\$101,005	\$106,887

2026-2027 Salary Schedule – +5%

step	C	C + 18	C+36 or M+0	C+54 or M+18	C+72 or M+36	M+54 (=C+90 w/M)
0	\$59,032	\$60,779	\$63,709	\$65,795	\$67,881	\$69,974
1	\$60,779	\$63,710	\$65,795	\$67,881	\$69,974	\$72,062
2	\$63,709	\$65,796	\$67,881	\$69,974	\$72,062	\$74,154
3	\$65,795	\$67,882	\$69,974	\$72,062	\$74,154	\$76,245
4	\$67,881	\$69,974	\$72,062	\$74,154	\$76,245	\$78,332
5	\$69,974	\$72,062	\$74,154	\$76,245	\$78,332	\$80,419
6	\$72,060	\$74,184	\$76,245	\$78,332	\$80,419	\$82,503
7	\$75,133	\$76,245	\$78,332	\$80,419	\$82,503	\$84,598
8	\$77,179	\$78,332	\$80,419	\$82,503	\$84,598	\$86,683
9	\$79,183	\$81,398	\$82,503	\$84,598	\$86,683	\$88,773
10	\$81,153	\$83,445	\$84,598	\$86,683	\$88,773	\$90,860
11	\$83,080	\$85,453	\$87,664	\$88,773	\$90,860	\$92,948
12	\$83,080	\$87,417	\$89,297	\$90,860	\$92,948	\$95,038
13	\$83,080	\$89,347	\$91,345	\$92,948	\$95,038	\$97,129
14	\$83,080	\$89,347	\$93,353	\$96,016	\$98,109	\$100,205
15	\$83,080	\$89,347	\$95,318	\$98,061	\$100,157	\$102,084
16	\$83,080	\$89,347	\$97,246	\$100,069	\$102,163	\$104,129
17	\$83,080	\$89,347	\$97,246	\$102,035	\$104,128	\$106,138
18	\$83,080	\$89,347	\$97,246	\$103,965	\$106,056	\$108,101
19	\$83,080	\$89,347	\$97,246	\$103,965	\$106,056	\$110,031

Changed 1/20/26

APPENDIX B: EXTRACURRICULAR NOMINAL FEES AND RANGE ASSIGNMENTS

RANGE ASSIGNMENTS				
ACTIVITY	POSITION	HIGH SCHOOL	MIDDLE SCHOOL	ELEMENTARY
FOOTBALL	Varsity	12		
	Assistant	10		
FOOTBALL CHEERLEADING	Varsity	7		
CROSS COUNTRY	Varsity	11	6	
	Assistant	8	4	
VOLLEYBALL	Varsity or A-Team or Mix 6	12	6	
	Assistant or B-Team	10	4	
SWIMMING	Varsity	12		
	Assistant	10		
	Diving	8		
WRESTLING	Varsity or A-Team	12	6	
	Assistant or B-team	10	4	
BASKETBALL	Varsity or A-Team	12	6	
	Assistant or B-Team	10	4	
BASKETBALL CHEERLEADING	Varsity	7		
HOCKEY	Varsity	12		
	Assistant	10		
NORDIC SKI	Varsity	12	6	
	Assistant	10	4	
SOCCER	Varsity or A-Team	11	6	
	Assistant or B-Team or Co-Ed	9	4	
TRACK & FIELD	Varsity	11	6	
	Assistant	9	4	
	Unified Coach	9		
BASEBALL	Varsity	11		
	Assistant	9		
SOFTBALL	Varsity	11		
	Assistant	9		
INTRAMURAL/ CLUBS/ ACADEMIC TEAMS	Intramural- SPORTS ONLY	2	2	2
	Yearbook	7		
	Drama Debate Forensics	7		
	Forensics		1	1
	Play (2 plays per year)	7	1	
	Competitive	3	1	1
	Non-Competitive	2	1	1
	Student Council Advisor	3	1	
	National Honor Society	3		
	Junior / Senior Lead Class Sponsor	2		
Musical Theater (1/year)	Overall Director	4	3	2
	Vocal Director	3		
	Choreographer	2		
	Orchestra Director	2		
	Rehearsal Accompanist	2	1	1

RANGE ASSIGNMENTS				
ACTIVITY	POSITION	HIGH SCHOOL	MIDDLE SCHOOL	ELEMENTARY
High School Choir (yearlong) Rehearsals and Performances	Accompanist	4		
Performance Arts	Drill / Dance Team	10		
Music Stipends - basic out of school supervision and performance - Fall, Winter, Spring, Pops as well as Borough and State Festivals	Music		5	
Music - Small School (Not attending festivals)	Music, Band or Choir	5		
	Secondary School Combined Band/Choir	6		
Pep Band (# of After School Performances)	5 to 11	3		
	12 to 17	4		
	18 +	5		
Vocal Taping (# of tapings, outside the regular day w/instructor present) Tapes must be presented for All-Borough, All State or All Northwest	10 to 25	2		
	26 to 50	3		
	51 to 80	4		
	81 +	5		
Instrumental Taping (# of tapings, outside the regular day w/instructor present) Tapes must be presented for All- Borough, All State or All Northwest)	10 to 25	3		
	26 to 50	4		
	51 to 80	5		
	81 +	6		
Special Performances (# of performances above and beyond the standard concerts and festivals)	5 to 13	2		
	14 to 20	3		
	21 +	4		
Solo/Ensemble Festival (Outside of the school day) (# number of entrants)	5 to 15	3		
	16 to 30	4		
	31 +	5		

KPEA PACKAGE PROPOSAL 10/08/25

Experience	0 years	1 year	2 years	3 years	4 years	5 years
Range 1	\$ 466.08	\$ 498.71	\$ 533.61	\$ 570.97	\$ 610.94	\$ 653.70
Range 2	\$ 581.28	\$ 621.97	\$ 665.51	\$ 712.09	\$ 761.94	\$ 815.28
Range 3	\$ 930.85	\$ 996.01	\$ 1,065.73	\$ 1,140.33	\$ 1,220.16	\$ 1,305.57
Range 4	\$ 1,163.89	\$ 1,245.36	\$ 1,332.54	\$ 1,425.82	\$ 1,525.62	\$ 1,632.42
Range 5	\$ 1,745.18	\$ 1,867.35	\$ 1,998.06	\$ 2,137.93	\$ 2,287.58	\$ 2,447.71
Range 6	\$ 2,327.78	\$ 2,490.73	\$ 2,665.08	\$ 2,851.64	\$ 3,051.25	\$ 3,264.84
Range 7	\$2,909.06	\$ 3,112.70	\$ 3,330.59	\$ 3,563.73	\$ 3,813.19	\$ 4,080.11
Range 8	\$ 3,491.68	\$ 3,736.09	\$ 3,997.62	\$ 4,277.45	\$ 4,576.87	\$ 4,897.26
Range 9	\$ 4,072.97	\$4,358.08	\$ 4,663.14	\$ 4,989.56	\$ 5,338.83	\$ 5,712.55
Range 10	\$ 4,655.58	\$ 4,981.47	\$ 5,330.17	\$ 5,703.29	\$ 6,102.52	\$ 6,529.69
Range 11	\$ 4,364.05	\$ 4,669.53	\$ 4,996.40	\$ 5,346.15	\$ 5,720.38	\$ 6,120.81
Range 12	\$ 5,818.15	\$ 6,225.42	\$ 6,661.20	\$ 7,127.49	\$ 7,626.41	\$ 8,160.26

FY25 - \$44,766,662

FY26 staffing @ current FY25 rates - \$41,697,762

compressing only - \$42,418,007

compressing + 6% - \$44,963,087

second year (FY26 staffing) - \$47,211,242

1st year – \$3,275,326

Compressing, first year, AND second year – combined total over 2 years compared to \$41,697,762x2 = \$8,798,805