

**FINANCIAL COST OUT**

Negotiations: Cost Out of Initial Offer

**DISTRICT OFFER (INITIAL)**

KPESA 2.5%	\$651,277
KPESA Swing Shift Increase 3.75%	\$68,500
KPESA Graveyard Shift Increase 7.5%	\$34,771
KPESA 2 Times Life Insurance	\$4,395
KPESA Sick Leave Front Load	\$0
Health Care	Status Quo

**TOTAL DISTRICT OFFER      \$758,943****ASSOCIATION PROPOSAL (INITIAL)**

Financial Components	Cost
KPESA 15% Salary Increase	\$3,907,660
KPESA Swing Shift Increase of 3.75%	\$68,500
KPESA Graveyard Shift Increase of 7.5%	\$34,771
KPESA Nat'l Board Cert for Nurses	\$123,453
KPESA Cell Phone Reimbursement	\$80,750
KPESA Juneteenth Holiday	\$11,120
KPESA Personal Leave Cash Out to 15 Days	\$271,161
KPESA Sick Leave Front Load	\$0
KPESA Sick Leave Cash In	\$3,379,684
KPESA 2 Times Life Insurance	\$4,395
KPESA Career Development Increase	\$20,000
KPESA Extracurricular Volunteers	TBD
KPEA/KPESA/KPAA Healthcare	Forthcoming

**TOTAL KPESA PROPOSAL      \$7,901,494**