

MEMORANDUM OF AGREEMENT  
 BETWEEN THE  
 KENAI PENINSULA BOROUGH SCHOOL DISTRICT  
 AND THE  
 KENAI PENINSULA EDUCATIONAL SUPPORT ASSOCIATION  
 TO PRIORITIZE AND MAINTAIN A COMPETITIVE SALARY SCHEDULE THAT INCENTIVIZES  
 RECRUITMENT AND RETENTION OF EMPLOYEES

WHEREAS, the salary schedule of Article 16 of the Collective Bargaining Agreement between the Kenai Peninsula Borough School District and the Kenai Peninsula Educational Support Association (“CBA”) for the 2022-2023 and 2023-2024 school years is:

<i>2022-2023</i>	<i>1%</i>	<i>Increase</i>								
<i>Salary Schedule RANGE</i>	<i>Initial</i>	<i>A</i>	<i>B</i>	<i>C</i>	<i>D</i>	<i>E</i>	<i>F</i>	<i>G</i>	<i>H</i>	<i>Longevity 2%</i>
1	\$15.04	\$16.73	\$17.35	\$17.97	\$18.79	\$19.43	\$20.20	\$21.00	\$21.83	\$22.27
2	\$15.86	\$17.60	\$18.29	\$18.99	\$19.85	\$20.56	\$21.35	\$22.20	\$23.11	\$23.57
3	\$16.19	\$17.98	\$18.69	\$19.38	\$20.27	\$21.00	\$21.79	\$22.68	\$23.58	\$24.05
4	\$16.79	\$18.64	\$19.36	\$20.15	\$21.07	\$21.81	\$22.66	\$23.56	\$24.53	\$25.02
5	\$17.32	\$19.25	\$20.02	\$20.80	\$21.78	\$22.57	\$23.42	\$24.36	\$25.34	\$25.85
6	\$17.90	\$19.89	\$20.66	\$21.51	\$22.52	\$23.32	\$24.23	\$25.20	\$26.23	\$26.75
7	\$18.49	\$20.55	\$21.40	\$22.26	\$23.30	\$24.15	\$25.08	\$26.10	\$27.15	\$27.69
8	\$19.15	\$21.26	\$22.16	\$23.10	\$24.21	\$25.08	\$26.04	\$27.10	\$28.18	\$28.74
9	\$19.86	\$22.07	\$23.01	\$23.97	\$25.11	\$26.02	\$27.03	\$28.12	\$29.25	\$29.84
10	\$20.62	\$22.91	\$23.88	\$24.95	\$26.13	\$27.10	\$28.14	\$29.28	\$30.44	\$31.05
11	\$21.98	\$23.83	\$24.86	\$25.97	\$27.19	\$28.19	\$29.29	\$30.47	\$31.71	\$32.34
12	\$22.31	\$24.82	\$25.88	\$27.05	\$28.36	\$29.41	\$30.56	\$31.79	\$33.08	\$33.74
13	\$23.23	\$25.82	\$27.01	\$28.21	\$29.58	\$30.71	\$31.90	\$33.18	\$34.53	\$35.22
14	\$24.28	\$26.98	\$28.20	\$29.51	\$30.97	\$32.12	\$33.38	\$34.71	\$36.12	\$36.84
15	\$25.37	\$28.19	\$29.49	\$30.89	\$32.38	\$33.59	\$34.92	\$36.32	\$37.77	\$38.53
16	\$24.28	\$26.98	\$28.20	\$29.51	\$30.86	\$31.91	\$33.14	\$34.48	\$35.88	\$36.60
17	\$25.42	\$28.25	\$29.56	\$30.90	\$32.25	\$33.35	\$34.63	\$36.04	\$37.48	\$38.23
18	\$26.84	\$29.53	\$30.94	\$32.37	\$34.34	\$36.02	\$37.41	\$38.92	\$40.48	\$41.29
19	\$29.55	\$33.21	\$34.65	\$36.19	\$37.89	\$39.22	\$40.66	\$42.20	\$43.81	\$44.69

Salary Schedule RANGE	2023-2024									Longevity 2%
	2%	Increase								
	Initial	A	B	C	D	E	F	G	H	
1	\$15.34	\$17.06	\$17.70	\$18.33	\$19.17	\$19.82	\$20.60	\$21.42	\$22.27	\$22.72
2	\$16.18	\$17.95	\$18.66	\$19.37	\$20.25	\$20.97	\$21.78	\$22.64	\$23.57	\$24.04
3	\$16.51	\$18.34	\$19.06	\$19.77	\$20.68	\$21.42	\$22.23	\$23.13	\$24.05	\$24.53
4	\$17.13	\$19.01	\$19.75	\$20.55	\$21.49	\$22.25	\$23.11	\$24.03	\$25.02	\$25.52
5	\$17.67	\$19.64	\$20.42	\$21.22	\$22.22	\$23.02	\$23.89	\$24.85	\$25.85	\$26.37
6	\$18.26	\$20.29	\$21.07	\$21.94	\$22.97	\$23.79	\$24.71	\$25.70	\$26.75	\$27.29
7	\$18.86	\$20.96	\$21.83	\$22.71	\$23.77	\$24.63	\$25.58	\$26.62	\$27.69	\$28.24
8	\$19.53	\$21.69	\$22.60	\$23.56	\$24.69	\$25.58	\$26.56	\$27.64	\$28.74	\$29.31
9	\$20.26	\$22.51	\$23.47	\$24.45	\$25.61	\$26.54	\$27.57	\$28.68	\$29.84	\$30.44
10	\$21.03	\$23.37	\$24.36	\$25.45	\$26.65	\$27.64	\$28.70	\$29.87	\$31.05	\$31.67
11	\$22.42	\$24.31	\$25.36	\$26.49	\$27.73	\$28.75	\$29.88	\$31.08	\$32.34	\$32.99
12	\$22.76	\$25.32	\$26.40	\$27.59	\$28.93	\$30.00	\$31.17	\$32.43	\$33.74	\$34.41
13	\$23.69	\$26.34	\$27.55	\$28.77	\$30.17	\$31.32	\$32.54	\$33.84	\$35.22	\$35.92
14	\$24.77	\$27.52	\$28.76	\$30.10	\$31.59	\$32.76	\$34.05	\$35.40	\$36.84	\$37.58
15	\$25.88	\$28.75	\$30.08	\$31.51	\$33.03	\$34.26	\$35.62	\$37.05	\$38.53	\$39.30
16	\$24.77	\$27.52	\$28.76	\$30.10	\$31.48	\$32.55	\$33.80	\$35.17	\$36.60	\$37.33
17	\$25.93	\$28.82	\$30.15	\$31.52	\$32.90	\$34.02	\$35.32	\$36.76	\$38.23	\$38.99
18	\$27.38	\$30.12	\$31.56	\$33.02	\$35.03	\$36.74	\$38.16	\$39.70	\$41.29	\$42.12
19	\$30.14	\$33.87	\$35.34	\$36.91	\$38.65	\$40.00	\$41.47	\$43.04	\$44.69	\$45.58

WHEREAS, the KPBSD and KPESA (“the Parties”) recognizes the importance of retaining and recruiting to fill vacant positions during the 2022-2023 and 2023-2024 school years amidst a post-pandemic inflation increase:

NOW THEREFORE, the Parties agree that the salary schedules of Article 16 of the CBA for the 2022-2023 and 2023-2024 school years shall be:

<b>2022-23</b>										
<b>Salary</b>										
<b>Schedule</b>	<b>Initial</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>LONGEVITY</b>
<b>RANGE</b>										<b>2%</b>
<b>1</b>	\$16.73	\$17.35	\$17.97	\$18.79	\$19.43	\$20.20	\$21.00	\$21.83	\$22.27	\$22.72
<b>2</b>	\$17.60	\$18.29	\$18.99	\$19.85	\$20.56	\$21.35	\$22.20	\$23.11	\$23.57	\$24.04
<b>3</b>	\$17.98	\$18.69	\$19.38	\$20.27	\$21.00	\$21.79	\$22.68	\$23.58	\$24.05	\$24.53
<b>4</b>	\$18.64	\$19.36	\$20.15	\$21.07	\$21.81	\$22.66	\$23.56	\$24.53	\$25.02	\$25.52
<b>5</b>	\$19.25	\$20.02	\$20.80	\$21.78	\$22.57	\$23.42	\$24.36	\$25.34	\$25.85	\$26.37
<b>6</b>	\$19.89	\$20.66	\$21.51	\$22.52	\$23.32	\$24.23	\$25.20	\$26.23	\$26.75	\$27.29
<b>7</b>	\$20.55	\$21.40	\$22.26	\$23.30	\$24.15	\$25.08	\$26.10	\$27.15	\$27.69	\$28.24
<b>8</b>	\$21.26	\$22.16	\$23.10	\$24.21	\$25.08	\$26.04	\$27.10	\$28.18	\$28.74	\$29.31
<b>9</b>	\$22.07	\$23.01	\$23.97	\$25.11	\$26.02	\$27.03	\$28.12	\$29.25	\$29.84	\$30.44
<b>10</b>	\$22.91	\$23.88	\$24.95	\$26.13	\$27.10	\$28.14	\$29.28	\$30.44	\$31.05	\$31.67
<b>11</b>	\$23.83	\$24.86	\$25.97	\$27.19	\$28.19	\$29.29	\$30.47	\$31.71	\$32.34	\$32.99
<b>12</b>	\$24.82	\$25.88	\$27.05	\$28.36	\$29.41	\$30.56	\$31.79	\$33.08	\$33.74	\$34.41
<b>13</b>	\$25.82	\$27.01	\$28.21	\$29.58	\$30.71	\$31.90	\$33.18	\$34.53	\$35.22	\$35.92
<b>14</b>	\$26.98	\$28.20	\$29.51	\$30.97	\$32.12	\$33.38	\$34.71	\$36.12	\$36.84	\$37.58
<b>15</b>	\$28.19	\$29.49	\$30.89	\$32.38	\$33.59	\$34.92	\$36.32	\$37.77	\$38.53	\$39.30
<b>16</b>	\$26.98	\$28.20	\$29.51	\$30.86	\$31.91	\$33.14	\$34.48	\$35.88	\$36.60	\$37.33
<b>17</b>	\$28.25	\$29.56	\$30.90	\$32.25	\$33.35	\$34.63	\$36.04	\$37.48	\$38.23	\$38.99
<b>18</b>	\$29.53	\$30.94	\$32.37	\$34.34	\$36.02	\$37.41	\$38.92	\$40.48	\$41.29	\$42.12
<b>19</b>	\$33.21	\$34.65	\$36.19	\$37.89	\$39.22	\$40.66	\$42.20	\$43.81	\$44.69	\$45.58

**2023-24 2% Increase**

<b>Salary</b>										
<b>Schedule</b>	<b>Initial</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>LONGEVITY</b>
<b>RANGE</b>										<b>2%</b>
<b>1</b>	\$17.06	\$17.70	\$18.33	\$19.17	\$19.82	\$20.60	\$21.42	\$22.27	\$22.72	\$23.17
<b>2</b>	\$17.95	\$18.66	\$19.37	\$20.25	\$20.97	\$21.78	\$22.64	\$23.57	\$24.04	\$24.52
<b>3</b>	\$18.34	\$19.06	\$19.77	\$20.68	\$21.42	\$22.23	\$23.13	\$24.05	\$24.53	\$25.02
<b>4</b>	\$19.01	\$19.75	\$20.55	\$21.49	\$22.25	\$23.11	\$24.03	\$25.02	\$25.52	\$26.03
<b>5</b>	\$19.64	\$20.42	\$21.22	\$22.22	\$23.02	\$23.89	\$24.85	\$25.85	\$26.37	\$26.90
<b>6</b>	\$20.29	\$21.07	\$21.94	\$22.97	\$23.79	\$24.71	\$25.70	\$26.75	\$27.29	\$27.84
<b>7</b>	\$20.96	\$21.83	\$22.71	\$23.77	\$24.63	\$25.58	\$26.62	\$27.69	\$28.24	\$28.80
<b>8</b>	\$21.69	\$22.60	\$23.56	\$24.69	\$25.58	\$26.56	\$27.64	\$28.74	\$29.31	\$29.90
<b>9</b>	\$22.51	\$23.47	\$24.45	\$25.61	\$26.54	\$27.57	\$28.68	\$29.84	\$30.44	\$31.05
<b>10</b>	\$23.37	\$24.36	\$25.45	\$26.65	\$27.64	\$28.70	\$29.87	\$31.05	\$31.67	\$32.30
<b>11</b>	\$24.31	\$25.36	\$26.49	\$27.73	\$28.75	\$29.88	\$31.08	\$32.34	\$32.99	\$33.65
<b>12</b>	\$25.32	\$26.40	\$27.59	\$28.93	\$30.00	\$31.17	\$32.43	\$33.74	\$34.41	\$35.10
<b>13</b>	\$26.34	\$27.55	\$28.77	\$30.17	\$31.32	\$32.54	\$33.84	\$35.22	\$35.92	\$36.64
<b>14</b>	\$27.52	\$28.76	\$30.10	\$31.59	\$32.76	\$34.05	\$35.40	\$36.84	\$37.58	\$38.33
<b>15</b>	\$28.75	\$30.08	\$31.51	\$33.03	\$34.26	\$35.62	\$37.05	\$38.53	\$39.30	\$40.09
<b>16</b>	\$27.52	\$28.76	\$30.10	\$31.48	\$32.55	\$33.80	\$35.17	\$36.60	\$37.33	\$38.08
<b>17</b>	\$28.82	\$30.15	\$31.52	\$32.90	\$34.02	\$35.32	\$36.76	\$38.23	\$38.99	\$39.77
<b>18</b>	\$30.12	\$31.56	\$33.02	\$35.03	\$36.74	\$38.16	\$39.70	\$41.29	\$42.12	\$42.96
<b>19</b>	\$33.87	\$35.34	\$36.91	\$38.65	\$40.00	\$41.47	\$43.04	\$44.69	\$45.58	\$46.49

This agreement is not precedent setting and expires following the 2023-2024 school year.

*Clayton Holland*

\_\_\_\_\_  
Superintendent, Clayton Holland

\_\_\_\_7/26/2022\_\_\_\_\_  
Date

*Susanna Litwiniak*  
\_\_\_\_\_  
KPESA President, Susanna Litwiniak

7/26/2022\_\_\_\_\_  
Date



### Agenda Item Details

Meeting	Aug 01, 2022 - Board of Education Meeting
Category	13. Action Items
Subject	J. Approval of Memorandum of Agreement (MOA) between Kenai Peninsula Borough School District and Kenai Peninsula Educational Support Association to Prioritize and Maintain a Competitive Salary Schedule that Incentivizes Recruitment and Retention of Employees
Access	Public
Type	Action
Recommended Action	Move to approve the Memorandum of Agreement (MOA) between Kenai Peninsula Borough School District and Kenai Peninsula Educational Support Association to Prioritize and Maintain a Competitive Salary Schedule that Incentivizes Recruitment and Retention of Employees

### Public Content

Background Information:

The District and KPESA recognize the importance of retaining and recruiting to fill vacant positions during the 2022-2023 and 2023-2024 school years amidst a post-pandemic inflation increase necessitating changes to the salary schedules.

[MOA Between KPBSD and KPESA to Prioritize and Maintain a Competitive Salary Schedule that Incentivizes Recruitment and Retention of Employees.pdf \(633 KB\)](#)

### Administrative Content

#### Motion & Voting

Move to approve the Memorandum of Agreement (MOA) between Kenai Peninsula Borough School District and Kenai Peninsula Educational Support Association to Prioritize and Maintain a Competitive Salary Schedule that Incentivizes Recruitment and Retention of Employees

Motion by Virginia Morgan, second by Jason Tauriainen.

Final Resolution: Motion Carried

Yes: Debbie Cary, Zen Kelly, Jason Tauriainen, Patti Truesdell, Virginia Morgan, Tim Daugharty, Jennifer Waller

No: Matt Morse

Not Present at Vote: Penny Vadla