

**Memorandum of Agreement
between the
Kenai Peninsula Borough School District
and
Kenai Peninsula Education Association**

Memorandum of Agreement Regarding Reapproval of 2021-2024 Collective Bargaining Agreement

The Kenai Peninsula Borough School District (“District” or “KPBSD”) and the Kenai Peninsula Education Association (“KPEA”) agree to the following with regards to the 2021—2024 Collective Bargaining Agreement (CBA):

Terms


1. Pursuant to Section 650 of the CBA, and subject to the modifications described herein, the parties agree to reapprove the 2021-2024 CBA for one year, to expire on June 30, 2025.
2. Effective July 1, 2024, and extending until June 30, 2025, the following changes shall be applied to the Collective Bargaining Agreement:
 - a. *Section 105, Teacher’s Salary Schedule:* Salary schedules shall be increased in the amount of **three and a half percent (3.5%)**. The longevity increase shall remain at two percent (2.0%). **The proposed salary schedule is outlined on page 3.**
 - b. *Section 201, Health Care:* The sentence providing, “Annually the District shall contribute eight-hundred dollars (\$800) to each employees’ HRA or HSA,” shall be revised to state, “Annually the District shall contribute **one thousand dollars (\$1,000)** to each employees’ HRA or HSA.”
 - c. *Section 405, Additional Educational Employment:* The bolded changes shall be made to this section:
 - A. The decision to grant an extended contract shall be made by the Superintendent, with reference to building recommendation and the building budget. **The salary for an extended contract shall be paid at the teacher’s per diem or prorated per diem rate.** The teacher may accept or reject the extended contract.
 - B. Any mandated training must occur within the KPBSD adopted school calendar or within five (5) work days before or after the KPBSD adopted calendar(s) and shall be paid at the teacher’s per diem **or prorated per diem rate.**
 - C. The salary for any other additional educational employment, either voluntary or mandatory, shall be paid at the teacher’s per diem **or prorated per diem rate.**
 - D. Upon agreement between the teacher and the School District, teachers may be contracted for special projects. Such contracts shall be voluntary.
3. This MOA applies only to the terms described above. It does not modify any provisions of the 2021-2024 Collective Bargaining Agreement unless expressly specified herein.

- 4. The terms of this MOA shall be included as part of the Collective Bargaining Agreement for the purposes of bargaining future successor agreements.

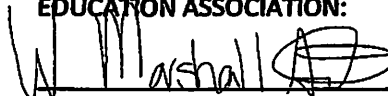
The provisions of this MOA, unless otherwise stated, shall be effective on date the signatures set forth below.

Entered into this 26 day of January, 2024.

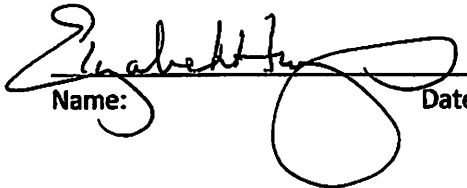
KENAI PENINSULA BOROUGH
SCHOOL DISTRICT:


Name: _____ Date: 1/26/2024

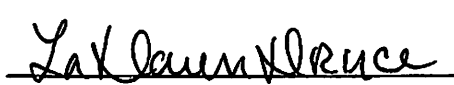
KENAI PENINSULA
EDUCATION ASSOCIATION:


Name: _____ Date: 1/25/24

KENAI PENINSULA BOROUGH
SCHOOL DISTRICT:


Name: _____ Date: 1/26/24

KENAI PENINSULA
EDUCATION ASSOCIATION:


Name: _____ Date: 1/26/24

2024-25 3.5% Increase

Step	C	C+18	C+36 or M	C+54/M	C+72/M	C+90/M
(A)	53,039	54,608	57,241	59,115	60,989	62,870
(B)	54,608	57,242	59,115	60,989	62,870	64,746
(C)	57,241	59,116	60,989	62,870	64,746	66,625
(D)	59,115	60,990	62,870	64,746	66,625	68,504
(E)	60,989	62,870	64,746	66,625	68,504	70,379
(F)	62,870	64,746	66,625	68,504	70,379	72,254
(G)	64,744	66,652	68,504	70,379	72,254	74,127
(H)	67,505	68,504	70,379	72,254	74,127	76,009
(I)	69,343	70,379	72,254	74,127	76,009	77,882
(J)	71,144	73,134	74,127	76,009	77,882	79,760
(K)	72,914	74,973	76,009	77,882	79,760	81,635
(L)	74,645	76,777	78,764	79,760	81,635	83,511
(M)		78,542	80,231	81,635	83,511	85,389
(N)		80,276	82,071	83,511	85,389	87,268
(O)			83,875	86,268	88,148	90,031
(P)			85,641	88,105	89,988	91,720
(Q)			87,373	89,909	91,791	93,557
(R)				91,676	93,556	95,362
(S)				93,410	95,288	97,126
(T)						98,860

Step and column movement to all eligible employees LONGEVITY 2% 100,837

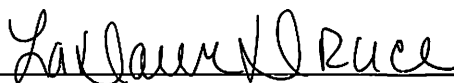
MEMORANDUM OF AGREEMENT

KENAI PENINSULA EDUCATION ASSOCIATION

AND

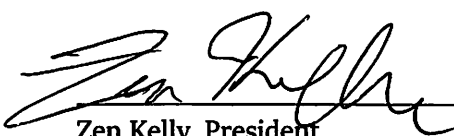
KENAI PENINSULA BOROUGH SCHOOL DISTRICT

Ratified by:



LaDawn Druce, President
Kenai Peninsula Education Association

Date 2/5/2024



Zen Kelly, President
Board of Education
Kenai Peninsula Borough School District

Date 2/5/2024