

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

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

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

Terms

1. Pursuant to Article 36 of the CBA, and subject to the modifications described herein, the parties agree to extend 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. **Article 16, Salary Schedule:** All salaries shall be increased in the amount of six percent (6.0%). The longevity increase shall remain at two percent (2.0%). The proposed salary schedule is outlined on page 2.
 - b. **Article 27, 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. **Nurses:** The salary schedule will include the addition of two new ranges: a range for nurses without a BSN (Nurse Salary Schedule, Range 1) and nurses with a BSN (Nurse Salary Schedule, Range 2). The new ranges reflect a \$5.00/hour increase from the current agreement in Range 16 and Range 19, respectively. Only nurses shall be eligible for the ranges within the Nurse Salary Schedule. As set forth in Section 2.a of this MOA, all ranges in the Negotiated Agreement, including the two new nurse ranges, shall be increased in the amount of six percent (6.0%) on July 1, 2024. The longevity increase shall remain at two percent (2.0%). The proposed salary schedule is outlined on page 2.
3. This MOA applies only to the terms described above. It does not modify any provisions of the 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.

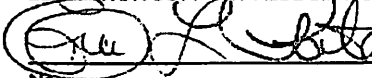
The provisions of this MOA, unless otherwise stated, shall be effective on date the signatures set forth below.

Entered into this ___ day of January, 2024.

KENAI PENINSULA BOROUGH
SCHOOL DISTRICT:


Name: _____ Date: 1/26/2024


KENAI PENINSULA
EDUCATION SUPPORT ASSOCIATION:


Name: _____ Date: 1/26/2024

KENAI PENINSULA BOROUGH
SCHOOL DISTRICT:


Name: _____ Date: 1-24-24

KENAI PENINSULA
EDUCATION SUPPORT ASSOCIATION:


Name: _____ Date: 1/26/2024

2024-25 6% Increase

Salary Schedule RANGE	Initial	A	B	C	D	E	F	G	H	LONGEVITY 2%
1	18.08	18.76	19.43	20.32	21.01	21.84	22.71	23.61	24.08	24.56
2	19.03	19.78	20.53	21.47	22.23	23.09	24.00	24.98	25.48	25.99
3	19.44	20.20	20.96	21.92	22.71	23.56	24.52	25.49	26.00	26.52
4	20.15	20.94	21.78	22.78	23.59	24.50	25.47	26.52	27.05	27.59
5	20.82	21.65	22.49	23.55	24.40	25.32	26.34	27.40	27.95	28.51
6	21.51	22.33	23.26	24.35	25.22	26.19	27.24	28.36	28.93	29.51
7	22.22	23.14	24.07	25.20	26.11	27.11	28.22	29.35	29.93	30.53
8	22.99	23.96	24.97	26.17	27.11	28.15	29.30	30.46	31.07	31.69
9	23.86	24.88	25.92	27.15	28.13	29.22	30.40	31.63	32.27	32.92
10	24.77	25.82	26.98	28.25	29.30	30.42	31.66	32.91	33.57	34.24
11	25.77	26.88	28.08	29.39	30.48	31.67	32.94	34.28	34.97	35.67
12	26.84	27.98	29.25	30.67	31.80	33.04	34.38	35.76	36.47	37.20
13	27.92	29.20	30.50	31.98	33.20	34.49	35.87	37.33	38.08	38.84
14	29.17	30.49	31.91	33.49	34.73	36.09	37.52	39.05	39.83	40.63
15	30.48	31.88	33.40	35.01	36.32	37.76	39.27	40.84	41.66	42.49
16	29.17	30.49	31.91	33.37	34.50	35.83	37.28	38.80	39.57	40.36
17	30.55	31.96	33.41	34.87	36.06	37.44	38.97	40.52	41.33	42.16
18	31.93	33.45	35.00	37.13	38.94	40.45	42.08	43.77	44.65	45.54
19	35.90	37.46	39.12	40.97	42.40	43.96	45.62	47.37	48.31	49.28

2024-25 Nurses Salary Schedule

Salary Schedule RANGE	Initial	A	B	C	D	E	F	G	H	LONGEVITY 2%
1	34.47	35.79	37.21	38.67	39.80	41.13	42.58	44.10	44.87	45.77
2	41.20	42.76	44.42	46.27	47.70	49.26	50.92	52.67	53.61	54.68

MEMORANDUM OF AGREEMENT

KENAI PENINSULA EDUCATIONAL SUPPORT ASSOCIATION

AND

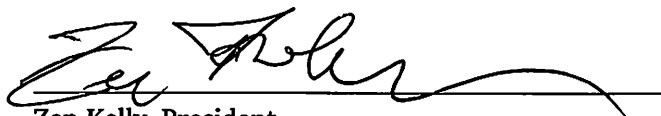
KENAI PENINSULA BOROUGH SCHOOL DISTRICT

Ratified by:



Susanna Litwiniak, President
Kenai Peninsula Educational Support Association

Date 2/5/2024



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

Date 2/5/2024