

This is a comprehensive Tentative Agreement.

1. Salary:	<u>2013-2014</u>	<u>2014-2015</u>	<u>2015-2016</u>	<u>2016-2017</u>	<u>2017-2018</u>
	0%	2%	2%	1.5%	1.5%

The retroactive payment for 2014-15 is only offered to active employees as of mutual ratification date. Retirement incentive to FT employees, 12% base salary into a 105h account, with a minimum contribution of \$5,000 for those who retire by 12/31/2016. Must have 30+ years of KenTon service, and provide district with irrevocable letter of retirement no later than 3/1/16 to include intended retirement date.

2. Food Service workers will be on the current year's salary schedule.
3. For those drivers hired after the ratification of this agreement, the district will reimburse these bus drivers for their cost of fingerprinting after they have worked for the district for 12 months.
4. Article 9.13. Section 105h and Section 125 Flexible Spending Plans. Add language for clarification, "The district will follow the limits set by IRS Section 125 and will follow IRS codes 105 and 106 for maximum contribution limits."
5. Clarifying language on what is practiced for staff development for the KTSEA unit.
6. Ambulance co-pay increases to \$250 deductible.
7. New employees hired on or after the ratification of this agreement will be placed on the new 12-step salary schedule previously agreed upon, with minor corrections presented to the District prior to the ratification of the agreement.
8. Health Insurance:
  - a. New hires **and** newly enrolled to health insurance must enroll in the First Choice plan, or its equivalent.
  - b. Full Time members who are currently enrolled in the District's Flex Fit No Deductible who switch to First Choice on July 1, 2016 will receive a one-time \$3,000 incentive if they take Family Plan, or \$1500 if they take Single Plan to 105h account. Members who opt for this incentive must remain in the First Choice plan, or its equivalent, thereafter. Incentive placed into 105h.
  - c. FT Employee Premium Payments based on a percentage of the premium, but **Not to Exceed** the following capped dollar amounts per School Year. Annual increases are estimated at 4% for Flex Fit and Passport Select, and 3% for First Choice (Regional Average is 8-9%). Annual rate sheets per plan will be presented to the KTSEA prior to open enrollment.

**First Choice Plan (or equivalent) – Employee Contribution of 2%**

	<u>2015-16</u>	<u>2016-17</u>	<u>2017-18</u>
Family Plan Monthly CAP	\$23	\$24	\$25
Single Plan Monthly CAP	\$9	\$10	\$11

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**Flex Fit Plans – Employee Contribution of 2.5% for 2015-16, 3.50% for 2016-17, and 4.5% for 2017-18**

	<u>2015-16</u>	<u>2016-17</u>	<u>2017-18</u>
Family Plan Monthly CAP	\$40	\$58	\$78
Single Plan Monthly CAP	\$16	\$23	\$31

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**Passport Select – Employee Contribution of 2.5% for 2015-16, 3.5% for 2016-17, and 4.5% for 2017-18.**

	<u>2015-16</u>	<u>2016-17</u>	<u>2017-18</u>
Family Plan Monthly CAP	\$32	\$47	\$62
Single Plan Monthly CAP	\$12	\$19	\$25

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d. **High Deductible Health Plans - FT**

**First Choice Plan (or equivalent) – Employee Contribution**

	<u>2015-16</u>	<u>2016-17</u>	<u>2017-18</u>
Family Plan Monthly CAP	\$20	\$20	\$20
Single Plan Monthly CAP	\$8	\$8	\$8

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**Flex Fit Plans – Employee Contribution**

	<u>2015-16</u>	<u>2016-17</u>	<u>2017-18</u>
Family Plan Monthly CAP	\$20	\$35	\$40
Single Plan Monthly CAP	\$8	\$17	\$20

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**Passport Select – Employee Contribution**

	<u>2015-16</u>	<u>2016-17</u>	<u>2017-18</u>
Family Plan Monthly CAP	\$20	\$40	\$45
Single Plan Monthly CAP	\$8	\$20	\$27

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PT Employee Premium Payments. The district will continue to contribute 65% of the monthly family coverage or single coverage premium of the Ken-Ton Flex Fit High Deductible as outlined in article 9.06 (a) for PT employees with five or more years of service.

New language for PT Employees enrolled in First Choice:

For PT Employees Enrolled in the First Choice Plan, or its equivalent, the District will pay 55% of the premium payments and the employee will pay 45% of the premium payments.

New language regarding replacement plan to include all plans.

9. Clarifying language on bereavement. Employee is entitled to up to four consecutive bereavement days (excluding weekends unless a scheduled work day is a weekend), provided were scheduled to work on those four days.
10. Clarifying language on what is practiced for health insurance upon retirement sick incentive. Employees holding more than one job must meet the attendance criteria for both jobs in order to earn the incentive.
11. New hires hired on or after the ratification of this agreement will have pro-rated time off based on date of hire.
12. Court leave language. Modify language to include, "Employees are entitled to two court leave days per school year for personal matters, such as but not limited to divorce, custody or child support issues, or traffic violations, provided court documentation is submitted."
13. Article 9.09. Retirement insurance change (IV) age 58 or older to (IV) age 55 or older.
14. Duty schedule for 2015-18 School years. Guaranteed minimum scheduled duty days per the school calendar are as follows:

10 month FT employees: 186 days;	12 month FT core Employees: 248 days;
10 month PT employees: 185 days;	12 month employees: 234 days

(Does not apply to Weekend Warriors)

The district guarantees that scheduled work days in a school year will not fall below 180.

15. Emergency Closing. Part time employees will be excused without loss of pay for the three (3) Emergency Closing Days per school year.

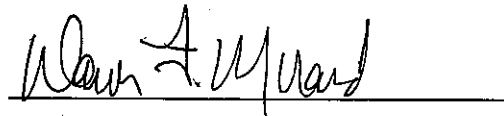
The KTSEA proposal to guarantee employment to retirees is withdrawn.

Agreed to by the KTSEA President  
John Mooney



8/31/15

Agreed to Superintendent of Schools  
Dawn F. Mirand



8/31/15