

Employee insurance:

- KCPS will continue to offer at least one medical and dental plan at no cost and employees will pay for the difference for any higher cost plans via payroll deduction.
- Access to medical, dental and life insurances remain in place with multiple fully paid premium options.
- Increase in insurance paid by district.
- Employee Insurance Committee name changed to Employee Benefits Committee

Compensation

- Everyone gets a step
- 5 additional steps added to the salary scale
- Employees currently on Step 25 will move to the step most closely reflecting their years of service up to Step 30.
 - i.e. if you have worked in the district for 28 years, you will move from Step 25 to Step 28.
 - i.e. if you have worked in the district 31+ years, you will move from Step 25 to Step 30
- Starting pay is increased in each column to continue efforts to achieve state and local competitiveness and recruit and retain quality teachers.
- Daily rate will be paid for additional days and will count towards retirement.

Wednesday PLC:

- PLC time reduced to 65 minutes
 - 60 minutes will be devoted to PLCs
 - 5 minutes allotted for completion of the evaluation survey

Flex Wednesdays

- Name changed to Exception Wednesdays
 - Seven hour and thirty-five minute days
 - Fifth Wednesday of every month
 - Wednesday before Winter and Spring Break
 - Last two Wednesdays of the school year

Extended Year:

- For only the 2021-22 school year, nine days have been added to the calendar to address student learning needs.
 - Three (3) PLC days will be added to conduct in-depth analyses of student data and develop plans for addressing student learning needs.
 - Six (6) Intervention Days will be added to provide targeted interventions for students.
 - A Secondary District/Union committee of equal number and an Elementary District/Union Committee of equal number will meet in June of 2021 to create a general outline for intervention days. The deadline for completion of the plans is June 30 unless otherwise agreed upon by both parties to extend the deadline.

Inclement Weather Days:

- On inclement weather days where no distance learning occurred, the first two days will not be made up at the end of the year.
- All subsequent inclement weather days beyond the initial two days will be made up at the end of the school year.

- Support staff who are scheduled for these two days that will not be made up, will be paid at their normal hourly rate and their scheduled hours for that day, unless they have not had an approved absence the day before or day after the inclement weather day.