

## **FIRST SESSION**

Keene High School, 9:00 AM  
Saturday, February 11, 2012

### **Facts about the Proposed Three-Year Keene Administrators, Principals, and Supervisors (KAPS) Contract 2012 – 2015:**

The Keene Administrators, Principals, and Supervisors (KAPS) consists of 20 Principals, Administrators and Supervisory Personnel who are in management positions within the Keene School District.

### **Health Insurance:**

- District contributions to the HMO 1 plan are reduced to 80% (from 84%) for the life of this contract.
- District contributions to the POS plan are reduced to 75% (from 78%) for the life of this contract.
- Health care buy outs for those who do not take District insurance increase from \$2,600 per year to \$3,000 per year.
- District contribution to the dental plan will increase from \$1,000 per year to \$1,050 per year in 2012-2013, \$1,100 per year in 2013-2014, and \$1,150 on 2014-2015.

### **Salaries:**

- 2012-2013 total compensation (salary and benefits) increases by 1.49% (salary increase of 2.04% is offset by increased employee health contributions and salary range caps).
- 2013-2014 total compensation increases by 1.04% (salary increase of 1.15% is offset by salary range caps).
- 2014-2015 total compensation increases by 0.77% (salary increase of 0.84% is offset by salary range caps).

### **Other Provisions:**

- Reduces the Board's liability for health and dental premiums when an employee is on long-term disability from ten to seven years for current KAPS members and to five years for employees hired after June 30, 2012.
- Made minor clarifying language changes.
- Provided a \$3,000 equity increase for both the Director and Assistant Director of Food Service to bring their salaries in line with the market rate for similar positions. This increase is included in the total compensation/salary information for 2012-2013.

### **Voter Approval:**

In 2012-2013, the District will need to raise and appropriate \$31,957. This will result in an increase of \$1.72 annually in property taxes on a \$100,000 home, if the assessment remains constant from 2011 to 2012. The approximate increased cost for 2013-2014 is \$22,665, and for 2014-2015 is \$16,971.

Keene Board of Education  
2/11/12