

KAPS Summary

Facts about the Proposed Two Year Keene Administrators, Principals, and Supervisors (KAPS) Contract 2010 – 2012:

The Keene Administrators, Principals, and Supervisors (KAPS) is comprised of Principals, Administrators and Supervisory Personnel (22 total) who are in management positions within the Keene School District.

Health Insurance:

- Two lower cost health care plans were added to those offered to this group.
- In year two of the contract District contributions to the HMO, POS, JWMC, and JYMC plans are reduced by 2%
- Health care buy outs for those who do not take district insurance increase from \$1,000 per year to \$2,600 per year.
- District contribution to the dental plan will increase from \$900 per year to \$950 per year in 2010-2011, and \$1,000 per year in 2011-2012.

Salaries:

- 2010-2011 total compensation (salary and benefits) is reduced by .002% (salary increase of 0% is offset by a reduction in tuition reimbursement money).
- 2011-2012 total compensation (salary and benefits) increases by 1.59% (salary increase of 2.0% is offset by increased employee health contributions and salary range caps).

Other Provisions:

- Reduces tuition reimbursement fund from \$14,000 to \$10,000 per year for the life of the contract.

Voter Approval:

In 2010-2011, the District will not need to raise and appropriate funds. The approximate increased cost for 2011-2012 is \$35,694.

Keene Board of Education
PRC 1/12/10