


**Memorandum of Understanding
Between Kent School District
And
Kent Education Association
Exhibit K-10 – MOU regarding One-Year Guest Teachers (OYGT)**

This Memorandum of understanding is between the Kent School District (District) and Kent Education Association (Association) regarding One-Year Guest Teachers. The District and Association agree to the following provisions to address the high absence rates being experienced among certificated employees across all KSD schools and to maximize the District's options to meet the needs of students and their families in providing sufficient classroom teachers.


1. For the school year 2023-2024, the District may hire up to thirteen (13) One-Year Guest Teachers (OYGT).
2. OYGTs will be paid in accordance with their placement on the base salary schedule in the parties' Collective Bargaining Agreement (CBA), including placement on the PEE and PLE schedule.
3. OYGTs will work a 7.5-hour day per the 185-day KEA calendar.
4. OYGTs will be assigned based out of the substitute services office per their stated preferred level (elementary, middle, or high school). If no positions are available at their stated preferred level, substitute services may assign OYGT to support work at the District office, or at their non-preferred level. District will have one (1) OYGT trained to sub for iGrad and will endeavor to keep them available for iGrad as much as possible. District will endeavor to have some OYGTs who will cover high-needs areas like IE and ELL classrooms.
5. OYGTs may apply and if offered, accept continuing certificated positions within the Kent School District during the term of their OYGT contract, and be released from their OYGT contract for this purpose.
6. All terms and conditions of the parties CBA apply to OYGTs except for the following:
 - a. Section 4.7
 - b. Section 4.8
 - c. Sections 6.3.E.1, 2, 3, and 5.
 - d. Section 6.10
 - e. Section 7.8
 - f. Article 8
7. This MOU expires on the last student day of the 2023-2024 school year.

For Kent Education Association

For Kent School District

 5/1/23

Tim Martin, President Date

 5/3/23

Israel Vela, President Date