Memorandum of Understanding Between Kent Education Association (KEA) And

Kent School District Change in overload remedy for certain Special Education Teachers

This memorandum of Understanding between Kent Education and the Kent School District is to modify the Collective Bargaining Agreement (CBA) of 2022-2024 between the parties for a limited period of

A change in the Contract language around overload remedy for special education caseload being exceeded did not get implemented by the District until a few months into the school year, resulting in some special education teachers being overpaid for vacant para hours.

The parties agree to suspend section 7.2.B.2 of the CBA and revert to previous contract language for those teachers (list attached) who were paid using the previous formula resulting in an overpayment.

The current language in the CBA states in part:

time regarding the calculation of Special Education overload remedy.

"When caseload guidelines are exceeded (referring to the ratio guidelines above not the number of students in the classroom) the following support will be provided..."

The parties agree that for these employees only, the previous calculation used by the District (number of students in the classroom) will be in effect for the paysheets already submitted, and the overpayment notices will be rescinded.

This MOU is non-precedent setting and will expire upon rescission of the aforementioned overpayment notices.

Kent School District	Kent Education Association
Kent School District	Kent Education Association

Israel Vela (Apr 21, 2023 16:55 PDT)

Israel Vela Date
Interim Superintendent

Tim Martin
President

List of teachers affected:

Pesterfield, Connie Naron, Melissa
Jones-Jhanson, Alycia Barnes, Joshua
Bolts, Crystal Stoner, Melissa
Weinstein, Angelique Brenneman, Lauren