

Memorandum of Understanding  
Between  
Kent School District  
And  
Kent Education Association Music pull-out workload

This Memorandum of understanding is between the Kent School District (District) and Kent Education Association (Association) regarding the workload impacts of the pull-out band and orchestra model. The District and Association agree to modify section 6.4.D.3 as follows: Section 6.4.D.3 Elementary Music and P.E.: A 1.0 FTE elementary music or P.E. specialist may teach up to 28 class sections per week with each section scheduled for 50 minutes. Pull-out band specialized music will equal two 50-minute sections and pull-out Orchestra Specialized music will equal one and a half 50-minute sections. Elementary Band and Orchestra teachers are considered an essential part of the elementary music specialist staff and staffing shall not be reduced because of the pull-out model. Employees who teach during the regular course of their workday one extra P.E. or music class beyond a 1.0 FTE, shall be paid in the following manner: For each extra class taught weekly, the employee shall receive 1/28th of the employee's regular contracted base salary and 1/28th of the employee's PLE compensation.

This MOU is non-precedent setting and expires on the last student day of the 2023-2024 school year.

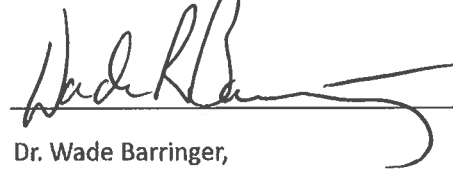
For Kent Education Association

 8/7/23

Tim Martin, President

Date

For Kent School District

 8/7/23

Dr. Wade Barringer,  
Deputy Superintendent

Date