

**Memorandum of Understanding  
Between  
The Kent School District #415  
and  
Kent Association of Educational Office Professionals #708 Regarding  
Replacement of Attendance Incentive with Vector incentive**

The purpose of this Memorandum of Understanding is to commemorate in writing an understanding between the Kent School District #415 (District) and Kent Association of Educational Office Professionals #708 (Union or PSE) related to replacing the attendance incentive in the previous Collective Bargaining Agreement (CBA) with an incentive upon completing Vector training by the required date.

The parties agree:

1. To remove the Attendance incentive from the CBA (formerly Section 9.10) which provided compensation for having few or no absences due to sickness (use of sick time).
2. To add an incentive for eligible employees of \$200 for completion of required Vector training by the deadline communicated by Human Resources – for 2022 this is November 22<sup>nd</sup>, 2022 - or within 90 days of their start date if hired after September 1 of the current school year.
3. Employees eligible will be those who work a minimum of two (2) hours per day in a regular position.
4. The earned incentive shall be paid as soon as feasible but no later than the January pay warrant for those completing the training in November, or no later than the second pay cycle after completion for those whose start date is after September 1.
5. This MOU is effective September 1, 2022 and expires August 31, 2025.

For the Union:

For the District:

 11/3/2022  
Brandi Peppardine, KAEOP President

 11-4-2022  
Israel Vela, Superintendent