

**Memorandum of Understanding
Between
Kent Education Association
And
Kent School District
Regarding Specialist Overload compensation**

The Kent School District (District) and Kent Education Association (Association) agree that all provisions of the collective bargaining agreement (CBA) remain in place unless specifically waived through this MOU or subsequent MOUs when agreed upon.

1. Article 7.2.A.6.b of the 2022-2024 CBA states:
 - b. Elementary P.E. and Elementary Music teacher are limited to a maximum of seven (7) classes sessions/day and overload pay for Elementary PE, Elementary Music, and Elementary Library will be paid at the rate below:

Elementary PE/Music/Library class size *Overload pay starts at the soft cap	Daily Overload Pay (Paid Quarterly)
Grades K-3 26 to 29 th students	\$5.00/class/day
Grades 4-6 30 to 32 nd students	\$5.00/class/day


2. The parties agree to amend the chart for grades 4-6 to be “29-32 students” as in the chart below, which has the effect of triggering overload pay at one fewer student than the current contract language for the Specialists listed.

Elementary PE/Music/Library class size *Overload pay starts at the soft cap	Daily Overload Pay (Paid Quarterly)
Grades K-3 26 to 29 th students	\$5.00/class/day
Grades 4-6 29 to 32 nd students	\$5.00/class/day

3. This MOU is effective September 1, 2022 through the duration of the 2022-2024 CBA.

For Kent Education Association

For Kent School District



Tim Martin, President 10/22/22
Date



Israel Vela, Superintendent 10/26/22
Date