

**Memorandum of Understanding  
Between  
The Kent School District No. 415  
And  
American Federation of Teachers Union of Washington Kent Chapter  
Covid Incentive payment 2022-2023**

**A. Covid Stipend for 2022.**

The District will provide a stipend for work related to Covid of \$1000 to regular employees who were on the payroll as of September 1, 2022, pro-rated for part-time employees. This stipend does not apply to substitute employees.

**B. Effective Dates.**

The stipend will be paid on the next pay warrant after ratification of the 2022-2025 CBA, if that occurs prior to the 15<sup>th</sup> of the month, or on the following pay warrant if ratified after the 15<sup>th</sup> of the month.

All other provisions of the CBA between the parties remain in effect. This MOU is not precedent setting and is intended to address the specific and unprecedented health emergency presented by COVID-19.

American Federal of Teachers Union

Kent School District No. 415

  
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Darren Garrett  
AFT President

10-10-22  
Date

  
\_\_\_\_\_  
Israel Vela  
Superintendent

10-10-22  
Date