

**Memorandum of Understanding
Between
The Kent School District No. 415
And
American Federation of Teachers Union of Washington Kent Chapter
Inclement Weather pay - February 14, 2023**

In recognition of the work of AFT employees who are required to come in during delayed and suspended operations, the Collective Bargaining Agreement (CBA) between the parties provides for additional pay for "designated Essential Personnel".

Section 7.7.1 states:

"Only employees (designated Essential Personnel) who are required to work during late starts, early closures and total suspended operations will receive one and one-half (1 ½) times their regular pay for work performed during the suspended operations. Time and one-half will be paid for the hours worked on the calendar day(s) of closure."

On February 14th, 2023 a weather event caused a closure of all schools. As a result, all AFT members at closed locations who reported to work were paid the extra amount referenced in section 7.7.1. However, the Administrative Campus was open and operating on a normal schedule therefore, per the CBA language, the AFT employees at the Administrative Campus did not qualify for extra pay.

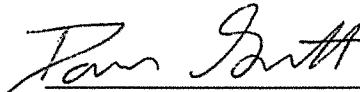
Since the language is new, and the closure situation was unusual, the Union requested and the District agreed to a one-time, non-precedential exception to the contract language specifically for the AFT employees who are based at the Administrative campus to be paid as if they qualified under section 7.7.1 for the hours they worked on February 14th, 2023.

In addition, the parties agree that the District will identify which employees, by name, are designated as "Essential Personnel" for the purpose of eligibility for the inclement weather pay referenced in Section 7.7.1. The District will notify each employee of whether they are required to come to work during a closure, thus qualify for the extra pay, and provide the names of these employees to the Union by May 15, 2023.

All other provisions of the CBA between the parties remain in effect. This MOU is not precedent setting and is intended only to address the specific and unusual closure following the implementation of new contract language.

American Federal of Teachers Union

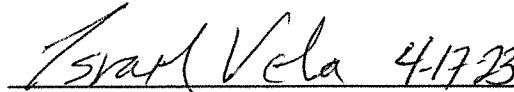
Kent School District No. 415



Darren Garrett
AFT President

4-17-23

Date



Israel Vela
Superintendent

4-17-23

Date