

**Memorandum of Understanding
Between Kent School District
And
Kent Education Association

Psychologists Remote Work**

This Memorandum of understanding is between the Kent School District (District) and Kent Education Association (Association) regarding Psychologists Remote Work. The District and Association agree to the following provisions:

Psychologists may be able to work remotely, subject to the following conditions:

- a. Remote workday will be determined by what works best for the building needs and will be agreed to by both the psychologist serving the building and their administrator. If a temporary change in remote day is needed it will be approved by administrator before the change is made.
- b. Remote work is available to psychologists based on FTE. Psychologists working at a .8 or greater will be allotted 1 remote workday per week applied up to one building. For psychologists assigned to more than one building, remote work applies to the building in which the psychologist is assigned the majority of their FTE.
- c. The psychologist obtains their supervisor's approval for the specific days of remote work in advance.
- d. The psychologist responds within one (1) hour to requests/direction by their supervisor to a MS Teams Zoom or other virtual meetings when working remotely.
- e. The psychologist attends in-person meetings, if requested, with 24 hours' notice unless there is an emergency requiring shorter notification.
- f. Psychologists are expected to actively work and shall answer all phone calls and check and respond to emails while working remotely.
- g. Remote work option can be revoked for non-performance of duties as documented by their supervisor or non-compliance with the conditions above.

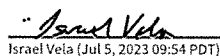
This MOU expires on the last student day of the 2023-2024 school year

For Kent Education Association For Kent School District

 6/30/23

Tim Martin, President

Date


Israel Vela (Jul 5, 2023 09:54 PDT)

Israel Vela, Superintendent

Date