

Tentative Agreement reached March 30, 2021 at 5:10 p.m.

Addendum to
Memorandum of Understanding
Between
Kent Education Association
And
Kent School District
Regarding In-Person Instruction for Elementary in the 2020-2021 School Year

In addition to the tentative agreement reached on March 18, 2021 for elementary, the following clarifications shall apply as well as these additional negotiated conditions to be in alignment with Secondary and Preschool Agreements:

1. An employee who is teaching in-person is not required to be on-site outside of the WAC and in-person learning time.
2. In the event of an outbreak at a school site (defined as two or more linked confirmed cases of COVID-19), the public health guidelines will determine further action.
3. If all teachers at a grade level wish to be in-person then the grade level teachers will collaborate among themselves to determine who may need to provide remote services. If the grade level cannot reach consensus then the principal will work with the building rep to conduct a random drawing to select a teacher who would remain remote for students who wish to stay remote.
4. If the fitting of PPE requires time away from other synchronous responsibilities, COVID-19 Leave will apply if leave is required.
5. **Inclusive Education 15 hours.** For fourth quarter, Inclusive Education case managers and ESAs will automatically be paid the fifteen hours from the August MoU without any additional documentation.
6. **Technology.** If teachers are choosing to take on additional responsibilities that require additional technology support, they should request the technology needed similar to the Secondary MoU.
7. **Reassignment.** If an employee agrees to take on an alternative assignment for the remainder of the school year. Building administrator shall notify KEA at KentEA@washingtonea.org for approval and the employee would not be expected to do both assignments. Assignment process beyond this school year will not be impacted. No evaluations will be negatively impacted by this new assignment.
8. If an elementary teacher agrees to waive the current class size caps, then the following provisions will apply as a remedy: For Grades K-3, the class size cap is 26. For Grades 4-6, the class size cap is 29. If above the cap, the teacher shall receive additional overload pay of

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\$8 per day per student over the cap. The new hard cap shall be 35 students for Grades K-3 and 38 students for Grades 4-6.

Effective dates. This addendum shall be in effect beginning on the date signed and continue through the period of in-person services in the 2020-2021 school year. 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.

Dated this 30th day of March, 2021.

Kent Education Association

Kent School District