

Tentative Agreement reached March 30, 2021 at 3:00 p.m.

**Addendum to**  
**Memorandum of Understanding**  
**Between**  
**Kent Education Association**  
**And**  
**Kent School District**  
**Regarding In-Person Instruction for Secondary 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. 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.
2. The 7.5 hours of training can be over the course of the full week prior to in-person learning and does not need to be confined to two days. This training is expected for anyone who may be in the building for any reason.
3. For Inclusive Education teachers, it is likely that the Co-teaching language in the Secondary MoU is the more appropriate reference point.
4. **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.

**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.

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Kent Education Association

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Kent School District