

**Memorandum of Understanding
Between
Kent Education Association
And
Kent School District
Regarding Occupational and Physical Therapist Workload**

The Kent School District (District) and Kent Education Association (Association) are parties to a Collective Bargaining Agreement (CBA) and acknowledge that Occupational and Physical Therapists (OT/PT) provide services which improve the quality of life and educational experiences of our students and families.

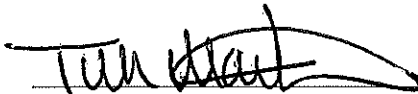
Section 7.2.B.3.b of the current CBA addresses Caseload Overload Relief for ESAs and outlines “Course of Action if Overload Occurs for ESA Employees.” Due to the shortage of Occupational and Physical Therapists, the parties agree to the following modifications to this section in the 2022-2023 school year:

1. The District will hire one Certified Occupational Therapist Assistant (COTA) as a continuing District employee.
2. If the District is unable to contract with enough OT/PTs to meet the districtwide staffing average in this agreement, the District will offer additional FTE (e.g., .2 FTE contracts) to existing OT/PT staff. The additional FTE will increase their caseload proportionately.
3. The last sentence of Section 7.2.B.3.b.viii will be modified to read “Each additional student between 6-9 will result in an additional \$50 per month, and at the 10th student the OT/PT will be paid \$1000 per month (total) in overload pay.”

This MOU is effective September 1, 2022 through the duration of the 2022-2024 CBA. All provisions of the collective bargaining agreement (CBA) remain in place unless specifically waived through this MOU or subsequent MOUs when agreed upon.

For Kent Education Association

For Kent School District



Tim Martin, President

4/21/2023

Date


Israel Vela (Apr 21, 2023 16:55 PDT)

Israel Vela, Superintendent

Date