Memorandum of Understanding
Between
The Kent School District No. 415
And
Kent Association of Educational Office Professionals No.708
Regarding Substitute rate for the 2022 – 2025 Collective Bargaining Agreement (CBA)

The parties agree that the Substitute rate for regular substitutes will be 90% of Step 1 of Salary Schedule A of the respective school year, unless they are returning substitutes qualifying for another rate of pay as outlined in the CBA.

Kent Association of Educational
Office Professional No.708

Kent School District No. 415

BPepperdine 10/13/22

Brandi Pepperdine Date
Kent Association of Educational
Office Professionals No.708

Israel Vela 10-13-2022

Israel Vela Date
Superintendent