Memorandum of Understanding
Between
Kent School District
And
Kent Association of Paraeducators

Change in 2022-2023 compensation

This Memorandum of Understanding (MOU) is entered into between the Kent School District (District or KSD) and the Kent Association of Paraeducators (Association or KAP) who are parties to a Collective Bargaining Agreement (CBA). The parties agree to the terms set forth in this MOU to commemorate their agreements concerning compensation changes to the existing agreement for the 2022-2023 school year.

Due to the increased competition from neighboring districts in the form of higher wages and hiring incentives, and a severe shortage of special education (SPED) and other paraeducators in the Kent School District, the parties agree to modify the current CBA as follows:

1. Increase step 1 of 2022-2023 Salary Schedule B – SPED paras (SC, ASC, SA, ECE, BLSP, TOP & LINK) by $.61, and maintain the 3% difference between the steps on Schedule B, retroactively to September 1, 2022.
2. Increase each cell of 2022-2023 Salary Schedule A and B by 2.5% retroactively to September 1, 2022, after applying the $.61 in number 1 above.
3. Provide a hiring incentive of $300 for part-time (up to 4 hours) SPED paras, and $500 for SPED paras working 4 or more hours hired for the 2022-2023 school year after July 1, 2022 and prior to March 1, 2023, to be paid as soon as feasible after completion of 90 calendar days after their first day of work, and no later than the pay warrant in the month following the completion of 90 days.

This MOU is effective September 1, 2022.

Kent School District

Israel Vela 11-2-22

Israel Vela Date
Superintendent

Kent Association of Paraeducators

Rochelle Greenwell 10/28/2

Rochelle Greenwell Date
President