

**Memorandum of Understanding  
Between  
Kent Education Association (KEA)  
And  
Kent School District  
Regarding Guest Teacher Salaries**

This Memorandum of Understanding between Kent Education Association and the Kent School District is to modify the Collective Bargaining Agreement of 2022-2024 between the parties on Guest Teacher Salaries in order to simplify the process of paying Guest Teachers correctly.

1. In order to simplify the process of paying Guest teachers correctly the parties agree to modify the following sections as follows to result in a consistent hourly rate, paying guest teachers for each hour they work (modifications in italics):
  - Sections 6.3.B.1-4 define the base rate of pay in percentage of day (full, half, etc.) as a daily amount, which is based upon an hourly rate of \$31.25. *Replace all with "B. The base rate of pay for guest teachers shall be \$31.25 per hour."*
  - Section 6.3.B.6 on In-service opportunities identifies the pay in terms of a half-day pay divided by 4. *Change to 6.3.B.1 "\$31.25" in place of "(half-day pay divided by 4)"*
  - Section 6.3.B.9 identifies pay for retired certificated teachers who return as a guest teacher as \$20 per full day, and \$10 per half day/extended day. *Change to 6.3.B.5. Replace the full day and half day rate with "premium of \$2.85 per hour above the based rate of pay for guest teachers."*
  - Section 6.3.C.1 defines the number of hours to constitute a "half day" assignment and "full day" assignment. *Eliminate the definitions of half day and full day assignments; clarify that an assignment shall be a minimum of four (4) hours; clarify that "any assignment in excess of five (5) hours shall include a half-hour duty free unpaid lunch period."*
  - Section 6.3.C.3 refers to "half day" assignment, and half day rate. *Change "one half day" to "four (4) hour"; change "one half day rate" to "base rate of pay plus any applicable premium"*
  - Section 6.4.C.5 refers to "one half day" assignment in two places. *Replace "one half day" with four (4) hour" in both places.*
2. The final amended section 6.3 is attached to this MOU.

