

LETTER OF AGREEMENT

Between

KENT SCHOOL DISTRICT NO. 415

And

KENT EDUCATION ASSOCIATION

Effective November 6, 2017

The following Letter of agreement is made and entered into between the Kent School District (District) and the Kent Education Association (KEA) concerning the support for provisional teachers.

1. The parties acknowledge that the word continuing in the heading of Article VIII, Section 8.1, J should be removed.
2. The intent of both parties at the bargaining table was to include all teachers who are on a comprehensive evaluation, including provisional teachers.
3. Because state law states that it is acceptable for teachers to have a comprehensive summative evaluation rating that is Level 2 (Basic) in their first five years of teaching, the parties agree that principals may determine whether a teacher in provisional status in the first two years (P3, P2), whose comprehensive summative evaluation rating is trending Level 2 (Basic) participate in the plan of support outlined in Article VIII, Section J. If by the end of the school year, the principal determines that the P3 or P2 teacher should be non-renewed for performance reasons due to a comprehensive summative evaluation rating that is Level 1 (unsatisfactory) or Level 2 (basic) and the principal made a prior determination not to complete a plan of support with the teacher, he/she must provide the documented performance supports provided to the teacher in the second semester to the Association and Human Resources.
4. The parties agree that teachers in their provisional (P3, P2, P1) or continuing years who have a comprehensive summative evaluation rating that is trending Level 1 (Unsatisfactory) will be provided with a plan of support, outlined in Article VIII, Section J.
5. The parties further agree that any teacher in the last year of provisional status (P1) must be provided the plan of support outlined in Article VIII, Section J, whether the teacher's comprehensive summative evaluation rating is trending Level 1 (Unsatisfactory) or Level 2 (Basic).
6. Expiration of this letter agreement: August 31, 2019

By Christie Padilla By [Signature]

Date: 11/8/17 Date: 11/8/17