

EXHIBIT B - 2

**Letter of Agreement
Between
Kent School District #415
And
Kent Education Association**

**Alternate Calendar – Late Arrival 2015-16
(Including Early Childhood Education (ECE) Alternate Calendar)**

The Association and the District have agreed, in addition to the four (4) Workshop/Optional days during the school year, to implement an alternate calendar for the 2015-2016 school year. All schools will have nine (9) two hour late arrival days. For the 2015-2016 school year, elementary schools will provide no more than (three) 3 additional minutes of instruction per day (i.e. a total of 293 minutes), if necessary, and secondary schools will provide not more than (five) 5 additional minutes of instruction per day (i.e. a total of 295 minutes), if necessary, in order to ensure compliance with the Basic Education Act (BEA) to be used for nine (9) late arrivals throughout the year.

2014-2015 Late Arrival Dates. The nine (9) late arrival dates for all schools for the 2014-2015 School Year, as determined through the bargaining process, will be as follows:

	Date	Directed by	Purpose
1	9/23/2015	Principal	Supporting District Initiatives, specifically TPEP, CCSS and PLC's
2	10/28/2015	Individual Employee	Planning and collaboration
3	12/2/2015	Principal	Supporting District Initiatives, specifically TPEP, CCSS and PLC's
4	1/13/2016	Principal (Elementary) -or- Individual Employee (Secondary)	Supporting District Initiatives, specifically TPEP, CCSS and PLC's -or- Planning and collaboration
5	2/3/2016	Individual Employee (Elementary) -or- Principal (Secondary)	Planning and collaboration -or- Supporting District Initiatives, specifically TPEP, CCSS and PLC's
6	3/2/2016	Principal	Supporting District Initiatives, specifically TPEP, CCSS and PLC's
7	4/20/2016	Principal	Supporting District Initiatives, specifically TPEP, CCSS and PLC's
8	5/11/16	Individual Employee	Planning and collaboration
9	6/1/16	Individual Employee	Planning and collaboration

2. **Early Childhood Education (ECE) Alternate Calendar for 2015-2016.** The Early Childhood Education Program (ECE) will continue not serving students on Late Arrival Days and will use the day for professional collaboration with the team members. The ECE Program

will not serve students on ECE parent conference days. Parent conferences will be scheduled on two (2) days only in the fall and spring, in order provide services to both AM and PM session ECE students for two (2) days during each conference week. The ECE parent conference days for the 2015-16 school year are scheduled as follows:

ECE fall conference days: October 21 and 22, 2015

ECE spring conference days: February 10 and 11, 2016

For all other District pre-school/pre-kindergarten programs (non-ECE programs), students will continue to be served on Late Arrival Days, with cancellation or delayed start of the morning (AM) sessions only.

Kent School District

Debra Hillary 6/12/15
Debra Hillary, Director Date
Labor and Employee Relations

Kent Education Association

Elizabeth Collins 6/12/15
Elizabeth Collins Date
Uniserv Representative