

Memorandum of Understanding  
Between  
Kent Education Association (KEA)  
And  
Kent School District  
Regarding Evaluation Cycles of non-classroom teachers and ESAs.

This memorandum of Understanding between Kent Education and the Kent School District is to modify the Collective Bargaining Agreement (CBA) of 2022-2024 between the parties regarding the evaluation cycles of non-classroom teachers and ESAs.

In alignment with RCW 28A.405.100, the parties agree to modify section 8.2 to add ESAs to the section and add the following language:

All non-classroom teachers and ESAs shall be on a full evaluation once every six years, subject to the conditions below.

1. Teachers on a provisional contract or in a probationary status will be evaluated on a full evaluation form based on their job role:
  - a. Non-classroom teachers (CAM)
  - b. ESAs (long form)

Once a teacher moves from provisional status to a continuing contract, the six-year cycle will begin.

2. A teacher or administrator can initiate the move back onto a full evaluation form. The decision to move an employee back to a full evaluation form must occur by November 15.

Teachers who transition roles between classroom and non-classroom positions will remain on the six-year cycle with the last full evaluation counting as part of the cycle, regardless of evaluation type, unless the decision is made to move back to a full evaluation by November 15. For the 5 years on the shorter evaluation, the teacher will complete the appropriate short evaluation for their current job role: classroom teachers (Focused TPEP), non-classroom teachers (PGP), and ESAs (short form).

Second-year provisional non-classroom teachers on CAM who receive one of the top two evaluations rating during the second year of employment from the district may be removed from provisional status at the determination of the school district superintendent. The process for non-classroom teachers will match the process outlined in Article VIII Section 8.1 F.7 a & b in the current CBA.

The parties agree that in alignment with RCW 28A.405.100, the following language shall be removed from section 8.2.F:

“The employee may remain on the PGP until such time as the employee or the employee’s administrative assessor requests a return to the assessment phase.”


This MOU is effective on August 1, 2023, and remains in force throughout the term of the current Collective Bargaining Agreement.

Kent School District

  
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Dr. Wade Barringer  
Deputy Superintendent

8/2/23  
\_\_\_\_\_  
Date

Kent Education Association

  
\_\_\_\_\_  
Tim Martin  
President

7/25/2023  
\_\_\_\_\_  
Date