

**Memorandum of Understanding
Between
Kent Education Association
And
Kent School District
Regarding Speech and Language Pathologist Workload**

The Kent School District (District) and Kent Education Association (Association) are parties to a Collective Bargaining Agreement (CBA) and acknowledge that Speech and Language Pathologists (SLPs) provide services which improve the quality of life and educational experiences of our students and families.

Section 7.2.B.3.b of the current CBA addresses Caseload Overload Relief for ESAs and outlines "Course of Action if Overload Occurs for ESA Employees." Due to the caseloads that are in overload, for the Speech and Language Pathologists, the parties agree to the following modification to this section in the current school year :

1. .
2. .
3. The last sentence of Section 7.2.B.3.b.viii will be modified to read "Each additional student between 6-9 will result in an additional \$50 per month, and at the 10th student the SLP will be paid \$1000 per month (total) in overload pay."

This MOU is effective September 1, 2023, through the duration of the 2022-2024 CBA. All provisions of the collective bargaining agreement (CBA) remain in place unless specifically waived through this MOU or subsequent MOUs when agreed upon.

For Kent Education Association

For Kent School District



Tim Martin, President

11/13/23

Date



Israel Vela
Superintendent

11/13/23

Date