
BOARD AGENDA ITEM

Information/Discussion _____
Future Action _____
Action X

Item: Tentative Agreements with Employee Units

Submitted by: Dave Rodgers

Date: June 10, 2024

Recommended by: Dave Rodgers / Kevin Philipps Board Meeting Date: June 17, 2024

RECOMMENDATION: It is recommended that the Board approve the following tentative agreements reached with the respective collectively bargained Kent ISD / MEA /KCEA units.

BACKGROUND:

As previously discussed with the Board, the District’s negotiations team has been engaged in good faith bargaining with each union unit. Tentative agreements have been reached as summarized below. We believe these the tentative agreements are within Board parameters and represent fair and mutual agreement between the parties. The basic economic provisions are summarized below, with the actual complete details of each Tentative Agreement also provided separately for your review.

KIEA

Three year contract expiring in August 2027

Unit employees advance one step in each year with the 2023-24 salary schedule increased:

- 4.5% in 2024-25
- 3.5% in 2025-26
- 3.0% in 2026-27

MySchool@Kent Instructors

Three year contract expiring in August 2027

Unit employees advance one step in each year with the 2023-24 salary schedule increased:

- 4.5% in 2024-25
- 3.0% in 2025-26
- 3.0% in 2026-27

GSRP Lead Teachers

Three year contract expiring in August 2027

Unit employees advance one step in each year with the 2023-24 salary schedule increased:

- 4.0% in 2024-25
- 3.5% in 2025-26
- 3.0% in 2026-27

Step 1 on the scale deleted.

GSRP Associate Teachers

Three year contract expiring in August 2027

Unit employees advance one step in each year with the 2023-24 salary schedule increased:

4.0% in 2024-25

3.5% in 2025-26

3.0% in 2026-27

CTE Specialists

Three year contract expiring in August 2027

Unit employees advance one step in each year with the 2023-24 salary schedule increased:

4.5% in 2024-25

3.5% in 2025-26

3.0% in 2026-27

Added a new Step 9

KISSA

Three year contract expiring in August 2027

Unit employees advance one step in each year with the 2023-24 salary schedule increased:

4.0% in 2024-25

3.5% in 2025-26

3.0% in 2026-27

* Additional \$1.50 per hour for LPN, COTAs and PTAs.

Interpreters

Three year contract expiring in August 2027

Unit employees advance one step in each year with the 2023-24 salary schedule increased:

4.0 % in 2024-25

Removed Step 1 in each lane. Underqualified Lane A equal to \$33,078.

3.5% in 2025-26

3.0% in 2026-27

Transportation (Drivers)

Three year contract expiring in August 2027

Unit employees advance one step in each year with the 2023-24 salary schedule increased:

Flat hourly rate of \$22.00 in 2024-25

Flat hourly rate of \$22.90 in 2025-26

Flat hourly rate of \$23.75 in 2026-27

No step scales anymore.

Transportation (Attendants)

Three year contract expiring in August 2027

Unit employees advance one step in each year with the 2023-24 salary schedule increased:

Flat hourly rate of \$18.75 in 2024-25

Flat hourly rate of \$19.25 in 2025-26

Flat hourly rate of \$19.90 in 2026-27

No step scales anymore.

Common areas of language modifications for consistency across contracts include grievance process, non-discrimination, physical assault, workers compensation, bereavement leave, FMLA, medical insurance, and FMLA.