

**LETTER OF UNDERSTANDING**  
**Between**  
**KENT COUNTY INTERMEDIATE SCHOOL DISTRICT**  
**And**  
**KENT INTERMEDIATE EDUCATION ASSOCIATION**

Article IX (H) of the current master agreement between the parties establishes Severance Pay terms for the KIEA unit. Severance under Section H applies only to sick leave allocated and accumulated while employed by Kent ISD.

In response to concerns about the severance implications for current KIEA unit staff who transitioned from Grand Rapids Public Schools employment to Kent ISD employment during the center program transition, the parties mutually agree to the following terms without altering Article IX (H) or any other existing contract language:

Those unit employees who continue to have remaining accrued sick leave earned from prior GRPS employment shall be eligible to receive severance (retirement payment) from Kent ISD consistent with and subject to the terms of the GREA agreement – Article 21 (A) currently in effect until the conclusion of the 2023-24 school year, and not after.

Effective with the start of the 2024-25 school year, any severance eligibility will be subject only to Article IX (H) of the KIEA agreement and will only apply to accumulated sick days earned while employed by Kent ISD. Any remaining sick days earned during GRPS employment shall no longer apply for severance purposes.

Beginning with the 2024-25 school year, if the unit employee has not yet completed the minimum years of service for severance eligibility at Kent ISD, the sum of prior GRPS teacher years of service may be added to the completed Kent ISD years of teacher service. Where that sum of teacher service years satisfies Article IX (H), the terms of Article IX (H) shall apply.

At the conclusion of the 2023-24 school year, unit employees who then elected to leave GRPS during the center program transition to be employed by Kent ISD, and still have at least 50 GRPS accumulated sick days will make a one-time election between the following two options:

1. Accept a one-time flat amount of \$500 for each full increment of 50 GRPS sick days, and in doing so forfeit the future use of those days, OR
2. Decline the one-time flat amount payment, electing to keep the remaining GRPS sick days to be applied to future sick day absences until depleted. Such days no longer count toward severance calculation, but may help in accumulating Kent ISD earned days.

Those with fewer than 50 remaining GRPS sick days at the end of the 2023-24 school year will continue to have any future sick day absences deducted from that transfer accrual until it is depleted. Options 1 and 2 above shall not apply.

The terms of this letter of understanding shall not apply to unit employees who were not part of that transition from GRPS. Only the current KIEA contract language applies for them.

It is mutually understood that this is not precedent setting, and shall not establish any custom or expectation for future years. This agreement shall not alter any contractual terms or conditions of the existing collective bargaining agreement between the parties.

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Kent Intermediate School District

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KIEA

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KCEA / Michigan Education Association

Date:

Date: