

**Letter of Agreement between  
Kent Intermediate Education Association (KIEA)  
and  
Kent Intermediate School District (Kent ISD)**

The parties previously reached ratification of the existing multi-year collective bargaining agreement currently in effect. Despite the current contract in place, the administration and the Association informally collaborated on a potential replacement for Article VII Sec C – 2(a), pertaining specifically to KCTC student organizations and related advisor compensation. The parties now seek to formalize a mutual agreement in replacing Article VII Sec C – 2(a) with the language below, to take effect beginning with the 2024-25 school year. These provisions shall pertain only to KCTC, not eligible to other bargaining unit employees assigned outside of KCTC.

Given that these provisions for KCTC student organizations do not closely align to purpose and intent of Article VII, the provisions for KCTC student organization advisors and related extra compensation shall in the future become an appendix to the contract, referenced briefly within Article VIII.

The annual selection of bargaining unit staff to fulfill the roles below, as necessary, shall be determined by the KCTC principal, in consultation with the School Leadership Team. In all cases, the principal shall make the final determination from those who submit for consideration. Completion and approval of a CTSO / SO application verifies the employee’s agreement to carry out the responsibilities and duties of the respective role. Approval for any of the listed roles does not carry forward to the next school year. In the event that there is a need for one or more of the listed roles below, a CTES employed at KCTC may be considered and selected if, in the discretion of the KCTC principal there is no KIEA unit member from KCTC sufficiently suited for the role. If a CTES is selected, the respective stipend amount shall apply.

CTE Recognized CTSOs

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CTSO (CTE Recognized)	Lead Advisor (1)	Advisor Duties	\$1,000
CTSO (CTE Recognized)	Lead Advisor (1)	Regional Competition	\$200
CTSO (CTE Recognized)	Lead Advisor (1)	State Competition	\$300
CTSO (CTE Recognized)	Lead Advisor (1)	National Event Competition	\$500
CTSO (CTE Recognized)	Lead Advisor (1)	Hosting Regional Competition	\$300
CTSO (CTE Recognized)	Co-Advisor (2)	Co-Advisor Duties	\$800
CTSO (CTE Recognized)	Co-Advisor (2)	Regional Competition	\$100
CTSO (CTE Recognized)	Co-Advisor (2)	State Competition	\$200
CTSO (CTE Recognized)	Co-Advisor (2)	National Event Competition	\$300
CTSO (CTE Recognized)	Co-Advisor (2)	Hosting Regional Competition	\$150
CTSO (CTE Recognized)	Staff Chaperone	Regional Competition	\$100
CTSO (CTE Recognized)	Staff Chaperone	State Competition	\$100
CTSO (CTE Recognized)	Staff Chaperone	National Event Competition	\$100

Note: all Chaperone amounts above are per full-day.

