

Letter of Understanding between

Kent ISD Interpreters for the Deaf and/or Hard of Hearing: ASL/PSE

& Kent Intermediate School District (Kent ISD)

The parties previously reached ratification of the respective multi-year collective bargaining agreement currently in effect until August 13, 2027. Despite the current contract in place, the parties mutually agree to modify Article III Section G pertaining to the topic of evaluation of interpreters. Beginning with the 2025-26 school year, Article III Section G is modified as follows:

Each unit employee shall be evaluated at least once every three years (on or before June 1) and may be evaluated in any year for which the Supervisor has concern about the interpreter's performance of job duties and responsibilities.

If an employee receives an unsatisfactory evaluation for the school year s/he must be evaluated the following school year and shall not return to a triennial cycle until such time as the interpreter has received two consecutive satisfactory or effective ratings. The Supervisor will conduct on-site observations of interpreters. There will be at least one period of observation at a time agreed upon by the Supervisor, mainstream teacher and interpreter for evaluation purposes. There may be unannounced observations, if needed. If deemed necessary by the Supervisor or interpreter, written comments will be given to the interpreter within fifteen (15) working days after the formal observation and a meeting to discuss the comments will be promptly scheduled. Depending on availability, an interpreter may request an observation by a Deaf/Hard of Hearing staff member and/or another staff interpreter upon informing the Supervisor. However, the Supervisor's final evaluation will be the official evaluation. An evaluation of overall job performance will be discussed at a conference by June 1. Areas addressed generally include interpreter's skills, attendance, punctuality, dependability, relationship with others, flexibility and professional development.

The evaluation shall be conducted by the Supervisor.

- If an evaluation conference has not been held or scheduled by June 1 of each year, the interpreter's performance is deemed to be satisfactory for the preceding school year.

The evaluation shall be reviewed with the employee with a counter signature indicating having received and reviewed the evaluation. Each employee may attach her/his comments to the evaluation before transmittal to the Office of Human Resources.

This parties acknowledge that this agreement does not add to, alter or negate any other contractual provisions of the respective collective bargaining agreement between the parties, nor does it create a custom or practice.

For the Kent ISD

date


For the Associations

date

8/27/25