

**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 and continuing through the 2026-27 school year.

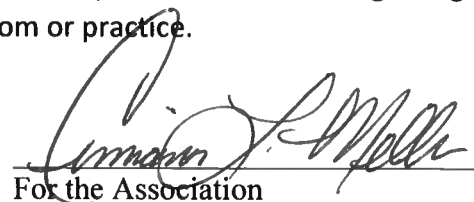
In response to the specific and considerable needs of certain ASD students expected to be attending Pine Grove Learning Center and Lincoln School for the 2026-27 school year, the administration has communicated its intention to designate certain classrooms as Intensive and Safety Support classrooms for the 2026-27 school year. Such classrooms may be distinguished from other center program classrooms based on the ASD student needs that necessitate a lower staff to student ratio (2-3 students per classroom, each classroom staffed by a teacher and ISS staff.) Assigned teaching staff in such classrooms will benefit from additional professional learning, coaching and debriefing. The administration, at its discretion, may re-evaluate and determine its intention to continue or discontinue such classrooms beyond the 2026-27 school year based on student needs and other relevant factors.

The parties mutually agree that in recognition of the highest degree of behaviors, including intense and more frequent episodes of dysregulation, the teacher assigned to each Intensive and Safety Classroom will receive additional compensation for the 2026-27 school year in the form of a \$5,000 stipend, to be paid in two equal parts in December and June. This additional compensation is in place of, not in addition to, the existing ASD/EI stipends. In the event that a teacher assigned to an Intensive and Safety Support classroom is reassigned or removed from such classroom, the teacher shall receive a prorated portion of the additional compensation. Such reassignment or removal shall not be subject to the grievance procedure.

Nothing herein shall modify, change or diminish the existing management rights of the administration, including but not limited to staff placement. This agreement regarding the additional compensation for teachers assigned to Intensive and Safety Support classrooms during the 2026-27 school year does not add to, alter or negate any other contractual provisions of the respective collective bargaining agreements between the parties, nor does it create a custom or practice.

For the Kent ISD

date


For the Association

6/15/26

date