

## 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.) Assigned Instructional Support Specialists staff in such classrooms may be referred to as Intensive Support Specialists while in that assignment. Intensive Support Specialists may 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 Intensive Support Specialists assigned to each Intensive and Safety Classroom on a regular and ongoing basis will receive additional compensation for the 2026-27 school year in the form of a \$3.00 supplemental for each hour worked in the normal work day. This additional compensation is in place of, not in addition to, the existing KISSA ASD/EI stipends. In the event that an Intensive Support Specialist assigned to an Intensive and Safety Support classroom is reassigned or removed from such classroom, the ISS shall revert to the normal KISSA hourly rate, no longer receiving the additional hourly supplemental amount. 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 KISSA staff 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

Victoria Taper 5/28/20  
For the Associations date