**MEMORANDUM OF AGREEMENT**

**BETWEEN**

**LAKE STEVENS SCHOOL DISTRICT**

**AND THE**

**LAKE STEVENS EDUCATION ASSOCIATION**

**RE: WA KIDS and Ready for Kindergarten**

The Lake Stevens School District (“District”) and Lake Stevens Education Association (“LSEA”) have agreed to the following programs and supports for Kindergarten teachers implementing the WA KIDS assessment and the Ready for Kindergarten program.

## Section 8.15 WA-KIDS and Ready for Kindergarten

1. WA-KIDS - Teachers, participating in the Washington Kindergarten Inventory of Developing Skills (WA-KIDS) will have the following conditions of employment:
2. **Alternative Work Year for Teachers in General Education Kindergarten classrooms only:**

The first three (3) students’ days shall be used to hold Family Connection conferences with parents/guardians:

1. Support will be provided to assist with conference scheduling and preparation;
2. Scheduling of the conferences will be at the discretion of the kindergarten teacher.
3. Special education teachers in self-contained programs who have kindergarten students will

be compensated at their per diem rate up to one hour (1) for each Family Connection conference with parents/guardians:

* 1. Support will be provided to assist with conference scheduling and preparation;
  2. Scheduling of the conferences will be at the discretion of the special education teacher.

1. **Testing Support (per testing session):**

General education kindergarten teachers and special education in self-contained programs who have kindergarten students shall be provided with (5) five ~~four (4)~~ hours at their per diem rate, and three (3) hours of para time for the purpose of planning, scheduling conferences, collaborating, and inputting observational data.

1. Ready for Kindergarten (“R4K”) – The intent of this program is to provide an introduction to the Kindergarten experience to reduce anxiety in students and families as their child transitions to our K-12 system. This is also to assess student academic readiness and behavior prior to class placements, allowing for more balanced classrooms and the opportunity for earlier intervention and support for students.
2. Participation in R4K by any certificated employee, including Kindergarten teachers, is completely optional when it is implemented outside the work year.
3. R4K will take place in August, on dates mutually agreed to by the District and Association the prior Spring. Certificated staff will be compensated for their time as indicated below.

For 2022-23 the schedule is as follows:

* August 22, 23, 24 – Meet with groups of students in the morning (9:00-12:00).

Nine (9) hours total paid at per diem.

* August 25 – Place students into classes and discuss behavior and academic support options for students.

Two (2)to five (5) hours paid at curriculum rate. The time needed for placement may vary due to school size and needs of students.

* Provide six hours of time for planning and room preparation for Ready for Kindergarten, both before and during the program, paid at curriculum rate.

1. Kindergarten student support:

When possible, the Principal or Elementary Dean (or Associate principal) will participate in the kindergarten placement meeting and discuss possible staff support during the first few weeks of school, based on identified student needs. Staff supporting Kindergarten students during this period of time may include but are not limited to: Dean (or Assoc. principal), counselor, para-educators.

This memorandum of agreement goes into effect August 1, 2022 and replaces the language found in Section 8.15 (WA-KIDS) of the current collective bargaining agreement. All other sections of the collective bargaining agreement remain in full force.

The parties may continue to discuss supports and the scheduling of Ready for Kindergarten and WA-KIDS.

Dated this of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_2022

John Balmer Autumn Morrison

Lake Stevens School District Lake Stevens Education Association