

Addendum

Kennewick School District / Kennewick Education Association Agreements Related to Changes in Working Conditions and School Operations Due to Coronavirus/COVID-19 Special Education

Proposed Paraeducator Use During Remote and Hybrid Learning

When providing face-to-face instruction, including in a hybrid model, contract language covering paraeducator staffing will be followed. In Tier II classrooms with class sizes of five or fewer paraeducators will be temporarily reduced to 12 hours from 18 hours.

To the greatest extent possible, paraeducators will be temporarily reassigned to Tier II classrooms at the same level and in a nearby area until enrollment increases. Paraeducators will return to their original assignments after the 2020-21 school year.

There will be no changes in Tier III classrooms. Tier III Autism classrooms with class sizes of eight or fewer students, staffing will be 12 hours of paraeducator time. In Tier III Lifeskills classrooms with class sizes of eight or fewer students, staffing will be six hours of paraeducator time. Additional paraeducator time can be requested through the District office, depending on student need.

To the greatest extent possible, paraeducators will be temporarily reassigned to Tier III classrooms at the same level and in a nearby area until student numbers increase. If student numbers increase, paraeducators will be notified of the change and the paraeducator will return to his or her original position, or paraeducators will return to their original assignments after the 2020-21 school year.

[Informational Note: *the following is an excerpt from Section 7.1 of the paraeducator's contract: "Each employee shall be assigned in advance to the definite shift with designated times of beginning and ending. Such shift shall not be changed without two (2) weeks' notice to the employee. The employee may waive the required notice period."*]

Overload for Educators in Remote Learning

Caseload for educators in remote learning is 24 students. Educators with Tier III and Tier II students will receive 12 hours of paraeducator time. Educators with Tier I and Tier II students will receive six hours of paraeducator time. When enrollment exceeds 24 students, the following overload rates will apply:

- Tier III/Tier II: \$17.50 per student day
- Tier I/Tier II: \$3.50 per student day for each Tier I student and \$17.50 per student day for each Tier II student at the elementary level
- Secondary Tier I: \$3.50 per student period. (This rate will apply when secondary schools return to hybrid learning and when a Tier I teacher is needed in remote learning.)

If student enrollment exceeds 24, educators will have the option to add an additional three hours of paraeducator time, or pay. If student enrollment exceeds 27, educators will have the option to an additional three hours of paraeducator time, or pay.

Agreed to this 20 day of JANUARY, 2021

This Addendum will sunset at the end of the 2020-21 school year.


Rob Woodford

President, Kennewick Education Association


Dr. Doug Christensen

Assistant Superintendent, Kennewick School District