



AGREEMENT

BETWEEN

**THE KENT COUNTY EDUCATIONAL
SUPPORT PERSONNEL ASSOCIATION**

&

**THE BOARD OF EDUCATION
OF KENT COUNTY**

July 1, 2008 – June 30, 2010

REVISED JULY, 2009

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This Agreement is by and between the Board of Education of Kent County, hereinafter designated as the "Board," and the Kent County Education Support Personnel Association, ("KCESPA") hereinafter designated as "Association."

Article I: Recognition

- A. The Board recognizes the Association as the exclusive representative for all employees in the bargaining units hereinafter defined, in accordance with Title 6, Subtitle 5 of the Education Article, Annotated Code of Maryland (the "Education Article") for all matters related to wages, hours and other working conditions. The Board will notify the Association of all eligible new positions and the proposed unit assignment. Any disputes which may arise as to whether eligible new positions are included in Unit I (non-supervisory) or Unit II (supervisory) shall be settled in accordance with the Education Article.
- B. The parties agree that their undertakings in this Agreement are mutual. Any previously established practice, policy, rule, or regulation which is in conflict with a provision of this Agreement shall be superceded and replaced by this Agreement.

Article II: Board's Rights

Subject to the terms and conditions of this agreement and to the authority of the State Board of Education under the Education Article, it shall be the exclusive function of the Superintendent of Schools and the Board to determine the mission of the county public school system ("Kent County School System"), and to take whatever action and issue whatever rules, policies and regulations necessary to carry out that mission.

Article III: Dues Deduction

The Board agrees to make payroll deductions from Board employees, who are members of the bargaining unit, for professional dues to KCESPA as well as voluntary contributions to the MSTA PAC (Fund for Children and Public Education), under the following conditions:

- A. The Association shall provide to the Board's Supervisor of Human Resources, by October 1st; the names (in alphabetical order), total payroll deduction amounts, and initial membership forms of all employees electing to have their dues and/or PAC (Fund for Children and Public Education) contributions payroll deducted.
- B. The Board agrees to make equal payroll deductions based upon the number of pays selected by the employee. Such deductions will begin on the 2nd payday of October and run through the employees' regularly scheduled pay periods.
- C. The Board will submit to the Association by the 5th of the month, a check for the amount of payroll deductions for dues and/or PAC (Fund for Children and Public Education) contributions for the previous month.

- D. For authorizations received after the deadline, the Board will deduct dues over the period of the employees' remaining pay periods.
- E. The Association is responsible for notifying the Supervisor of Human Resources, in writing, of any cancellations of an employee's authorization. Deductions will be cancelled as soon as possible.
- F. The Association will hold the Board harmless in any dispute arising from any cancellation of membership and/or any payment of dues for whatever reason including error on the part of the Board, the Association or the unit member.

Article IV: Negotiations

- A. The Board and the Association shall each appoint at least three (3) representatives to their respective negotiating team. The chief negotiator of each party shall certify to the other party the names of the negotiating team members, on or before November 1st each year. Substitutions can only be made in the event of an emergency or an extended illness. The chief negotiator for the team wishing to make a substitution shall notify the other team's chief negotiator in writing of the change.
- B. The Board and the Association hereby agreed that the guidelines listed below shall be followed during all negotiations between the Board and the Association.
 - 1. All items proposed for negotiations, shall be presented in writing to the other party no later than November 15th.
 - 2. Negotiations shall begin no later than December 1st and conclude no later than January 30th.
 - 3. Negotiations shall be conducted after school hours, at the Board offices or at some other mutually agreeable location.
 - 4. Upon timely request, the Board and the Association will make available information pertinent to negotiations, exclusive of confidential information. Each party may use outside consultants. However, only official negotiating team members may be present at the negotiating table.
 - 5. The Board and the Association agree that all items agreed to shall be reduced to writing and, once ratified by both the Board and the Association, shall be incorporated into the total Agreement.
 - 6. Additional items for negotiation, including changes in items under negotiation, may be presented at any time throughout the negotiations. The parties shall proceed in good faith as to the offering of additional items for negotiation and state a basis for any item not presented in the original exchanges of bargaining positions pursuant to paragraph 1, above. This provision shall expire at the conclusion of negotiations for the contract period following the term of this Agreement, unless both parties agree to extend further in the next collective bargaining agreement.

- C. The agreed to items which require fiscal support shall be valid to the extent that sufficient funds are guaranteed and/or made available by the County Commissioners of Kent County. If items agreed to are not sufficiently funded by the County Commissioners of Kent County, further negotiations on these items shall begin after action by the County Commissioners and concluded no later than June 20th.
- D. If, at the designated time for the conclusion of formal negotiations, agreement has not been reached, the provisions for handling an impasse as provided by the Education Article shall apply. In the event the State Superintendent of Schools determines that an impasse has been reached, the Association and the Board may, by mutual consent, request the assistance and advice of the State Board of Education. In the absence of mutual consent, a panel shall be named as provided in Education Article § 6-510(d)(3) to aid in the resolution of differences. In the event the two (2) initial members of the panel cannot agree on a third party, the third member of the panel shall be determined by:
 - 1. Requesting a list of seven (7) disinterested qualified neutrals from the U.S. Federal Mediation and Conciliation Service ("FMCS") or the Maryland Mediation and Conflict Resolution Office ("MACRO"). In the event that the representatives of the parties cannot agree to the entity from which to obtain the list of neutrals, then the Association shall select the source in even numbered years and the Board shall select the source in odd numbered years; the year being the year in which the entity selection is being made.
 - 2. Drawing lots to determine which of the two original panel members shall strike the first name from the list.
 - 3. Alternately striking names until only one remains, such person to be the third panel member.
- E. All provisions for handling an impasse as provided by the Education Article, Title 6, Subtitle 5, of the Annotated Code of Maryland shall apply.

Article V: Grievance Procedure

- A. A grievance is an alleged violation, misinterpretation, or misapplication of the terms of the negotiated agreement between the Board and the Association.
- B. Both parties agree that the purpose of this procedure is to secure at the lowest possible level and in the shortest possible time, equitable solutions to allegations, which may arise.
- C. The term "days" shall mean scheduled workdays. A written grievance shall include; name and position of the grievant, date written grievance is being filed, complete statement of facts, applicable articles of the Agreement, procedures taken to date and results, signature of grievant.
- D. The procedure for resolving a grievance is as follows:

1. STEP #1 The grievant shall first discuss the issue with his/her immediate supervisor, within ten (10) days of the incident which prompted the complaint. The immediate supervisor has five (5) days to respond.
2. STEP #2 If the grievant is not satisfied with the response from step #1, within five (5) days the grievant may file a written grievance with the next in line administrator. The administrator has five (5) days to respond in writing to the grievant.
3. STEP #3 Within five (5) days of the administrator's decision at step #2, an appeal may be made by the grievant to the Superintendent or the Superintendent's designee. Within ten (10) days of receiving the appeal, the Superintendent or the Superintendent's designee will notify all parties to the grievance in writing of the hearing date, time and location. Within five (5) days of hearing the appeal, the Superintendent or the Superintendent's designee shall issue a written decision and forward the decision to the grievant and to the Association's President.
4. Within fifteen (15) days of receipt of the decision referred to in paragraph 3, above, the Association shall notify the Board's Director of Human Resources whether or not the Association elects to move the matter forward to non-binding mediation/arbitration in accordance with paragraph 5, below. In the event non-binding mediation/arbitration is elected, the time to make a further appeal to the Board pursuant to the Education Article shall be stayed.
5. Selection of A Mediator/Arbitrator- If the Association and the Board are unable to agree upon the selection of an mediator/arbitrator within 7 days following the Board's receipt of the Association's notification of the intent to mediate/arbitrate, they shall jointly request a list of not less than nine (9) qualified mediators/arbitrators who are attorneys skilled in labor relations grievance disputes from either the U.S. Federal Mediation and Conciliation Service ("FMCS") or the Maryland Mediation and Conflict Resolution Office ("MACRO"), whichever organization the parties mutually agree to use. The parties shall select a mediator from the list provided by alternately striking names from the list until only one name remains. The list shall include the qualifications of the mediator/arbitrators.

The costs for the services of the mediator, including per diem expenses, if any, and actual and necessary travel expenses, shall be shared equally by the Association and the Board.

The purpose of the mediation process is to help the parties achieve their own mutually satisfactory agreement. If the parties are unable to reach agreement in the mediation, the mediator shall then become an arbitrator and render a nonbinding arbitration decision.

The jurisdiction of the mediator/arbitrator shall be confined to the express provision or provisions of this Agreement at issue. The written decision of

the mediator/arbitrator shall be non-binding on the grievant, the Association, and the Board.

6. The Association reserves the right to pursue a § 4-205 appeal under the Education Article.
7. The parties agree that should either find the use of "MACRO" to be unsatisfactory, the parties shall at the next contract negotiations negotiate the use of other services to provide names of individuals skilled in resolving disputes.

Article VI: Association Rights

- A. The Association shall be permitted to post its notices on the official bulletin boards designated by the building Principal (Assistant Superintendent for Administration for the central office) for the posting of all information of general interest to support staff.
- B. The Association shall be permitted to place official communications in members' mailboxes and to distribute official communications through the system's inter-office mail. A copy of everything being distributed shall be given to the building principal, Supervisor of Human Resources and the Superintendent of Schools. In addition, Association representatives may use the Board's electronic communication system for Association business, provided the Association complies with the Board's "Acceptable Use Policy."
- C. The Association shall be permitted to use school buildings and shall conform to rules, regulations, and cost for building use established by the Board for public use of school facilities.
- D. Association representatives may have access to school buildings and all member employees covered by this Agreement, provided Association representatives do not interfere with the normal operations of the school nor with the regular responsibilities and duties of employees.
- E. With advance notice and upon request, the Association shall be placed on the agenda of the regular Board meeting. Additionally, the Association will be given a "Board Package" at each Board meeting, which will contain the Board Book and personnel actions for that month.
- F. The President of the Association (or his/her designee) may, upon written request to the Superintendent (or his/her designee), be granted up to five (5) days of paid leave per year for Association/MSTA/NEA business. Said paid leave shall only be granted if the absence of the individual does not adversely impact the operations of the building to which the individual is assigned. The Association will reimburse the Board for the individual's salary and FICA.

So long as the Association is the authorized bargaining entity under the Education Article, the right to use the mailboxes, inter-office mail, and electronic communications

system shall not be granted to any other organization seeking to represent the bargaining unit in negotiations.

Article VII: Employee Rights

- A. All items entered in the personnel file of an employee, except confidential references, shall only be open to that employee, his/her supervisors, those having a lawful right to such information and those responsible for keeping the files.
- B. The employee shall have the right to write a rebuttal to any document placed in his/her personnel file pursuant to his/her employment with the school system. The rebuttal will be attached to and maintained with the original document.
- C. An employee shall be permitted to schedule a time to review the contents of his/her personnel file.
- D. Professional criticism of an employee will not occur in the presence of parents, students, teachers or other employees. However, employees may be given a direct order in the presence of others if there is a severe problem that requires immediate attention.
- E. The Board agrees that nothing shall be deemed to deny or restrict any employee from his/her personal freedoms except as it may impair his/her performance, or interfere with the orderly conduct of classes, educational activities, or student related activities within or at any school.
- F. No employee shall be discharged without first being informed in writing by the superintendent or designee of the reason(s) and afforded an opportunity to give an oral response. The employee will also be given the opportunity for a conference with the superintendent or designee prior to the discharge. An employee who has been suspended or discharged by the Superintendent or designee shall have the right to file an appeal with the Board under § 4-205(c) of the Education Article, if filed within thirty (30) calendar days of the discharge decision being rendered.
- G. If an employee is required to appear before an administrator or the Superintendent for the purpose of reduction of pay for disciplinary reasons, suspension or discharge, the employee may request the presence of an Association representative. If the employee is unable to secure an Association representative within two (2) working days, the meeting shall proceed as scheduled. This provision does not apply where it is necessary to immediately remove an employee from the school environment pending further investigation.

Article VIII: Assignments

- A. It is the legal and exclusive right of the Superintendent of Schools to assign personnel as needed, to meet the needs of the school system.

- B. Any individual wishing to be considered for a transfer within the school system must complete a *Declaration of Intent to Transfer* form and submit to Human Resources no later than May 1st of each year.
- C. Determinations of requests for voluntary reassignment and/or transfer shall be determined in the discretion of the Superintendent in the best interests of the school system. Requests for transfer shall be reviewed and given due regard by the Superintendent.

Article IX: Paid leaves of Absence

ANNUAL LEAVE

Twelve (12) month employees will earn annual leave on the following schedule, credited to the employee at the end of the month worked.

<u>Years of Service with KCPS</u>	<u>Day(s)/Month</u>	<u>MAX Days/Year</u>
Less than 1	0.75	9
1-2	0.92	11
3—5	1.08	13
6—14	1.5	18
15-19	1.75	21
20-24	1.83	22
25+	1.92	23

Custodial, groundskeepers, warehouse worker, and maintenance employees are required to complete an Annual Leave Calendar by July 1 of each year. Changes to the calendar can only be made with the approval of the Supervisor of Facilities or his/her designee.

The Administrative Assistant for Transportation will receive eight (8) days of annual leave each year accrued at the rate of 0.66 day per month.

Annual leave must be approved by the immediate supervisor prior to use.

Annual leave may be accumulated up to a limit of fifteen (15) days. Unused annual leave in excess of fifteen (15) days will be forfeited as of June 30 of each year. Unused annual leave not in excess of fifteen (15) days as of June 30, 2008 shall be permitted to be carried forward in accordance with this Agreement. The Superintendent, or his designee (which may include an employee’s immediate supervisor), may direct an employee to schedule and/or otherwise utilize annual leave to avoid the carry forward of any unused annual leave.

SICK LEAVE

Twelve (12) month employees will be awarded sick leave at the rate of one (1) day per month (to a maximum of 12 days per year), credited at the beginning of the fiscal year.

Ten (10) month employees will earn sick leave at the rate of one (1) day per month (to a maximum of 10 days per year), credited at the beginning of the fiscal year.

Unused sick leave will not be compensated.

Up to eight (8) days of sick leave may be used for the illness of a husband, wife, child, parent or someone living in the immediate household.

ACCUMULATION OF SICK LEAVE

Unused annual leave may be converted to sick leave. Unused personal days may be converted to sick leave. Unused sick leave is cumulative. The maximum sick leave days accumulated in any one year from all sources is fifteen (15) days per year.

SICK LEAVE PAYMENT UPON RETIREMENT

- A. Members who are retiring shall be paid a stipend of \$50.00 per day for unused accumulated sick leave not credited by the Maryland State Retirement and Pension System towards retirement, not to exceed twenty-one (21) days.
- B. One of the following requirements shall be met for reimbursement:
 - 1. Thirty (30) years of service at any age.
 - 2. Five (5) years of service and age 62.
- C. Reimbursement shall be in a separate check issued on the first payroll date following the last regular paycheck for active service rendered to the Kent County School System.

PERSONAL BUSINESS LEAVE

Ten (10) month employees shall be credited annually with three (3) personal business days, to be used for urgent business or religious holidays. The credit shall be at the beginning of the fiscal year.

Personal business leave shall not be used immediately preceding or following school holidays nor at the beginning or end of the school year, unless used in the observance of religious holidays

BEREAVEMENT LEAVE

Full time support service employees are granted bereavement leave on the following schedule:

- A. Five (5) consecutive workdays for the death of child, parent, sibling, spouse, mother-in-law or father-in-law, or anyone living regularly in the employee's household.

- B. Two (2) consecutive work days for the death of a grandparent, uncle, aunt, niece, nephew, brother-in-law, sister-in-law, grandchild, daughter-in-law, son-in-law.

JURY DUTY

Employees selected for jury duty must notify their immediate supervisor and Human Resources and will be excused to serve without loss of salary.

HOLIDAYS

Holiday leave is granted to all twelve-month KCESPA employees for certain designated holidays, and the leave is granted in addition to the regular annual leave. An employee on authorized annual leave for a period including an official holiday shall be considered to be on holiday leave for that day. The official designated holidays are:

1. July 4, Independence Day
2. Statewide and national election days, if included on school calendar.
3. December 24 and 25, Christmas Eve and Christmas Day
4. Martin Luther King Day
5. Good Friday, Easter Monday
6. Labor Day and Friday before Labor Day
7. Wednesday before Thanksgiving, Thanksgiving Day, and the day following
8. January 1, New Year's Day
9. Memorial Day
10. President's Day
11. MSTA Convention Day
12. Two to be scheduled by employee either during the winter and/or spring break.

Should any of those holidays occur on a Saturday or Sunday, a day convenient to the school system will be granted in its place.

Article X: Work Schedules

DUTY DAYS PER YEAR

Instructional Assistants	188 days
Cafeteria Managers	185 days
Cafeteria Person in Charge	183 days
5 and 6 Hour Cafeteria Workers	183 days
Admin Asst Transportation	237 days
All 12 month Employees	261 days

DUTY DAY

<u>Position</u>	<u>Work Day</u>	<u>Lunch</u>
Central Office Employees	8 Hours	1 Hour
School Based Employees	7 1/2 Hours	1/2 Hour
Maintenance/Custodial/ Warehouse Worker/Groundskeepers	8 1/2 Hours	1/2Hour

Instructional Assistants	7 1/3 Hours	1/2 Hour
Admin Asst Transportation	8 Hours	1/2 Hour

The “work day” is inclusive of the unpaid lunch time.

OVERTIME

All overtime must have prior approval of the appropriate administrator.

CALL IN PAY

Any non-exempt employee called into work before the beginning of their shift will receive a minimum of two (2) hours pay.

Article XI: Late Opening or Closing of Schools

DELAYED OPENINGS

In the event of a delayed opening all personnel are expected to report at a reasonable time after their normal starting time, except that emergency and essential personnel are expected to report as per the specific provisions herein. In no case should personnel otherwise entitled to report late do so later than the amount of time announced in the delayed opening announcement.

SCHOOLS CLOSED

If schools are closed, all twelve (12) month employees, excluding emergency and essential personnel, are to report to work (school or central office) at a reasonable time after their normal starting time, unless otherwise directed. The time for reporting will depend upon when it is reasonably safe to do so, and employees arriving reasonably late will not be penalized for tardiness. Failure to report at the designated time may result in a charge against leave or unpaid leave.

SCHOOLS AND CENTRAL OFFICE CLOSED

If schools and the central office are closed, all emergency and essential personnel are required to report, unless otherwise directed. Failure to report may result in a charge against leave or unpaid leave.

EMERGENCY AND ESSENTIAL PERSONNEL

All operations personnel, custodians, groundskeepers, food service's truck drivers, warehouse workers, and maintenance personnel are considered essential, and as part of their job duties are required to report within two (2) hours of their regularly scheduled starting time when schools and/or the central office are closed (see below for 2nd shift custodians), unless otherwise directed.

SECOND SHIFT CUSTODIANS

In the event schools and/or central office are closed, all second shift custodians shall report to their respective schools as day shift personnel, unless otherwise directed.

Article XII: Other Benefits

UNIFORMS

All custodial, groundskeepers, warehouse workers, and maintenance personnel will be provided with uniforms and laundering. All custodial, groundskeepers, warehouse workers and maintenance personnel will be reimbursed for up to \$100 per year for one (1) pair of approved non-skid work shoes. Personnel who are provided uniforms and/or a work shoes allowance shall wear the uniform/shoes during their duty day.

TERM LIFE INSURANCE

All eligible personnel shall be provided with \$25,000 worth of life insurance and accidental death and dismemberment insurance at no cost to the individual.

MEDICAL INSURANCE

The Board agrees to provide a group health, prescription, vision, and dental insurance plans in accordance with the insurance programs provided by the Eastern Shore of Maryland Educational Consortium Health Insurance Trust. Payment of benefits is subject to medical necessity and other reimbursement qualifications and guidelines as established by the insurance carriers. Costs will be shared between the Board and the employee as follows:

For the period July 1, 2008 through June 30, 2009:

On individual or family membership on a twenty-seven percent (27%) employee, seventy-three percent (73 %) Board basis. Should more than one member of the family be employed by the Board, the Board's contribution shall be seventy percent (73%) of the premium cost.

For the period July 1, 2009 through June 30, 2010:

On individual or family membership on a twenty-five percent (25%) employee, seventy-five percent (75%) Board basis. Should more than one member of the family be employed by the Board, the Board's contribution shall be seventy percent (75%) of the premium cost.

TUITION REIMBURSEMENT

The Board will reimburse support service personnel at a fixed rate of one hundred fifty dollars (\$150) per credit hour or continuing education credits (CEC), for up to twelve (12) semester hours or the equivalent number of continuing education credits per fiscal year, provided the courses are job related and have been approved in advance on the proper human resources form. In no case, however, shall an employee be reimbursed for more than the actual tuition cost per credit hour.

PAYMENT FOR ADVANCED TRAINING

A stipend shall be paid to each full-time supporting services employee who presents evidence of having received an Associate of Arts Degree, an approved trade license status equivalent, a Bachelor's Degree, or a Master's Degree at the following rates:

Associate of Arts in a related field or 60 college credits or 120 CEUs	\$250
Trade License Equivalent or 60 college credits or 120 CEUs	\$250
Bachelor's Degree in a related field or 130 college credits or 260 CEUs	\$500
Master's Degree in a related field or 36 graduate credits or 332 CEUs	\$750

Determination of whether a degree or a trade license equivalent is in a related field shall be made by the Supervisor of Human Resources in consultation with the appropriate department head.

Article XIII: Salaries

Salary and wage scales are reflected in the attached schedules and reflect general increases of three percent in year one and one-half of a percent in year two, ~~each of the contract years.~~

Article XIV: Sick Leave Bank

- A. All members of the bargaining unit on active duty in the Kent County School System are eligible to contribute on a voluntary basis to a sick leave bank. Contributors will be permitted to apply for leave from the bank to cover regularly scheduled duty days for periods of personal illness, injury or quarantine which is not only prolonged but is also catastrophic and incapacitating and which is not likely to permanently disable the member.
- B. The contribution on the appropriate form will be authorized by the member and continued from year to year until cancelled in writing by the member. Cancellations, on the proper form, may be elected at any time and the member shall not be eligible to use the bank as of the cancellation date. Sick leave properly authorized for contribution to the bank will not be returned if the member effects cancellation.
- C. Contributions shall be made between the first scheduled duty day of each year and October 15. Members returning from extended leave of absence and new employees may contribute within thirty (30) calendar days upon reassignment or employment. Members returning from extended sick leave shall be permitted to contribute to the bank upon approval of the committee.
- D. Annual rates of contribution shall be determined by the Association and certified to the Superintendent by July 1 of each year.
- E. As of the effective date of this Agreement, employees who have been members of the former sick leave bank shall automatically continue as members of the sick leave bank established herein, with all the accrued benefits hereof, unless such members elect to relinquish such membership, provided that such members continue to meet the criteria for membership in the sick leave bank. The

maximum number of sick leave days that can be granted in any one fiscal year shall be the remaining number of duty days a member is scheduled to work. In no case shall the granting of leave from the bank cause a member to receive more than that member's annual salary.

- F. Members must use all accumulated sick leave before receiving leave from the bank. Application for use of the bank shall be made on the required form and submitted to the approval committee.
- G. A three-member approval committee, appointed by the President of the Association, shall have the responsibility of receiving requests, verifying the validity of requests, recommending approval or denial of the requests and communicating its decision to the member and Supervisor of Human Resources. The committee shall develop its rules of procedures and shall give wide distribution to said rules upon approval of the Executive Board of the Association.
- H. The Supervisor of Human Resources shall approve these bank grants as being for incapacitating illness and only if sick leave is exhausted, shall authorize payment.
- I. Bank grants shall not be automatically carried over from one fiscal year to another. All bank grants shall end as of June 30 or the last duty day of the school year and must be renewed through the approval committee and the Supervisor of Human Resources each school year.
- J. If a member does not use all of the days granted from the bank, the unused sick leave bank days shall be returned to the bank.
- K. The Board shall be indemnified and saved harmless by the Association against any and all claims that arise out of or by reason of actions taken by the Board for complying with any of the provisions of this Article.

Article XV: Nondiscrimination

The provisions of this Agreement shall be applied without regard to age, sex, race, color, religion, national origin, sexual orientation or disability.

Article XVI: Costs

The Board and the Association shall share equally in the costs associated with the printing and distribution of this Agreement.

Article XVII: Re-Opener

Although all foreseeable negotiations concerning salaries, wages, hours, and other working conditions have been held during the development of this agreement, there may be unforeseeable issues that would necessitate reopening negotiations. Negotiations on such unforeseen matters may be conducted only upon the agreement of the Board and the Association, such agreement to be in the individual discretion of each.

Article XVIII: Severability

In the event any portion of this Agreement is held to be contrary to law by a court of competent jurisdiction, the balance and remainder of this Agreement shall remain in full force and effect.

Article XIX: Duration

This Agreement shall be effective from July 1, 2008 through June 30, 2010.

WHEREFORE the parties have executed this Agreement this ____ day of _____, 2008.

For the
Kent County Educational Support

For the
Board of Education of Kent County

Personnel Association

Olythea Hunley
President KCESPA

Michael Harvey, Ph.D.
President Kent County BOE

Mark Mench
Chief Negotiator KCESPA

A. Barbara Wheeler, Ed.D.
Superintendent KCPS

Marilyn Green
Negotiations Chair, KCESPA

Jeffrey S. Grafton
Negotiations Chair, KCPS

Frances Miller
Negotiation Team Member