

MEMORANDUM OF AGREEMENT
BETWEEN THE
KENAI PENINSULA BOROUGH SCHOOL DISTRICT
AND THE
KENAI PENINSULA EDUCATIONAL SUPPORT ASSOCIATION

This memorandum of agreement is entered into by the Kenai Peninsula Borough School District (the District) and the Kenai Peninsula Educational Support Association (the Association), known collectively as the parties, as follows:

WHEREAS, the parties have a collective bargaining agreement in effect until June 30, 2024; and

WHEREAS, Article 33 Career Development Program of that agreement sets forth a procedure for bargaining unit employees to access District funding to advance their education, skills, and certificates; and

WHEREAS, the District seeks to develop additional pathways to develop and recruit special education employees; and

WHEREAS, the parties have a mutual desire to support special education employees both in their position and as they advance in their career;

NOW THEREFORE, the parties hereby agree as follows:

1. To implement a Grow-Your-Own (GYO) program to support participating classified employees in a special education teaching program;
 - a. Only bargaining unit employees serving as special education aides and speech language pathology assistants are eligible for the GYO program;
 - b. Up to six employees will be accepted into the GYO program for the 2022-2023 school year;
 - c. Applicants' acceptance into the GYO program shall be considered by the following criteria:
 - i. First consideration shall be given to eligible employees actively enrolled in a special education teaching program (with additional priority given to employees closest to completion)
 - ii. Second consideration shall be given to eligible employees who have been accepted to a special education teaching program
 - iii. Third consideration shall be given to eligible employees interested in enrolling in SPED program who have attained a completed or conferred bachelor's degree
 - iv. All other eligible employees shall be considered on a first-come, first-served basis.
 - d. The District will pay up to seven thousand five hundred dollars (\$7,500) of post-secondary expenses including tuition, books and lab fees for each participating employee for up to two years;

- e. Tuition assistance shall be paid directly to the accredited post-secondary institution for which the employee is currently enrolled when District receives the following information, provided by the participating employee:
 - i. Acceptance in the GYO program
 - ii. Proof of enrollment; and
 - iii. Itemized bill.
 - f. An employee accepted into the GYO program is will be enrolled in the GYO program for the academic year following their acceptance, so long as that employee is actively pursuing a degree.
 - i. For this Memorandum of Agreement, ‘actively pursuing a degree’ requires the employee to be enrolled in at least one post-secondary course.
 - ii. Provide documentation of completed courses with passing grades at the end of every semester.
 - g. A participating employee must meet the following criteria to be eligible for the GYO program. Failure to meet the criteria below shall be grounds for their removal from the program:
 - i. Maintain passing grades in his/her special education teaching program;
 - ii. Maintain employment with the District in a position under the KPESA bargaining unit.
2. This agreement is non-precedent setting and expires upon the end of the Negotiated Agreement in effect until June 30, 2024.



Superintendent, Clayton Holland

____7/26/2022_____

Date



KPESA President, Susanna Litwiniak

7/26/2022_____

Date