

**Memorandum of Understanding
Between
Kalamazoo Education Association
and
Kalamazoo Public Schools**

The parties in order to clarify the Tentative Agreement for a 2019-2020 KEA-KPS Master Agreement. For employees without "Masters plus 30" or "Doctoral" educational attainment, contingent on employees being in their twentieth (20th) year of employment in 2019-2020. In order for a bargaining unit employee to be in their twentieth (20th) year of employment in 2019-2020. In have a seniority date on or before August fourteenth Two Thousand (8/17/2003) and be in their 20th year of service, including prior service granted under Article 22 Section H at the time of hiring.

Employees Possessing a Master's Degree shall be on Level E per Schedule A if their seniority date and service meets the criteria above. Employees Possessing a Bachelor's Degree shall be on Level D per Schedule A if their seniority date and service meets the criteria above.

For the Association:

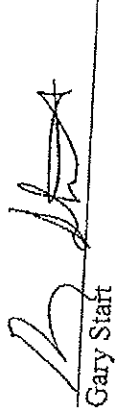


Tim Russ

Its MEA UniServ Director

Date: 10/25/2019

For the District:



Gary Staft

Its Interim Superintendent

Date: 10/29/19