

**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, eligibility for Level E or Level D respectively for those with Masters or Bachelors degrees, is contingent on employees being in their twentieth (20<sup>th</sup>) year of employment in 2019-2020. In order for a bargaining unit employee to be in their twentieth (20<sup>th</sup>) of employment, they must have a seniority date on or before August fourteenth Two Thousand (8/17/2003) and be in their 20<sup>th</sup> 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.

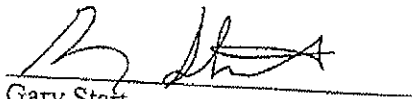
For the Association:

For the District:



Tim Russ  
Its MEA UniServ Director

Date: 10/25/2019



Gary Start  
Its Interim Superintendent

Date: 10/29/19