



Kent City Community Schools

*Kent City Community Schools provides a
nurturing learning environment and
educates all students to be lifelong learners.*

**Dr. William J. Smith
Superintendent**

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Kent City Community Schools Board of Education and Kent City Education Association (KCEA)


Tentative Agreements for the 2008-09 and the 2009-10 school years of the current master agreement.

KCEA & Board of Education


The parties agree to a 0% salary increase with step increases for all relevant staff for 2008-09.

In addition to a 0% salary increase for 2009-10 school year, the KCEA agree to defer all moneys earned in the form of a step increase for the 2009-10 school year until retirement, separation from the district through resignation, administrative approval, or in such cases of "hardship" as defined by IRS rules.

Signatures



Superintendent



KCEA Bargaining Chair

11-2-09

Date

11-2-09

Date