



Kingdom East School District

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Harvey Academic Center-VTSU

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MEMORANDUM OF UNDERSTANDING

BETWEEN KINGDOM EAST SCHOOL DISTRICT (KESD) AND THE KINGDOM EAST EDUCATION ASSOCIATION / UNION (KEEA)

This Memorandum of Understanding ("MOU") is entered into by and between the Kingdom East School District ("District") and the [Kingdom East Education Association ("Association") regarding the application of Article 10.2 Sections A, A1, and A2 of the Master Agreement for teachers who also serve as athletic coaches for District-sanctioned co-curricular programs.

I. TERMS OF AGREEMENT

1. Exemption from Article 10.2 Requirements for Coaching Duties

- A bargaining unit member and holds an active KESD cocurricular contract shall not be required to utilize an Alternative Work Day (or associated personal/leave time) as set forth in Article 10.2 A, 10.2 A1, and 10.2 A2 when departing school premises early, attending athletic contests, or participating in District-sanctioned coaching duties during regular contract hours.

2. Professional Duty Status

- Time missed from regular instructional or classroom duties due to KESD-sponsored athletic events, early departures for contests, or athletic travel shall be categorized as approved professional duty / school-sponsored activity, rather than personal leave or an alternative work day adjustment.

3. Coverage and Coordination

- Notification: Teachers holding KESD athletic coaching positions must provide reasonable advance notice to their building administration regarding anticipated early dismissals or absences necessitated by official KESD cocurricular schedules.
- Classroom Coverage: The building administration will collaborate with the teacher to arrange adequate classroom coverage or substitute coverage in

accordance with District protocol. **All efforts will be made to not schedule practices and away events during faculty meetings and other mandatory meetings.**

- Instructional Responsibilities: Teachers remain responsible for providing appropriate lesson plans and instructions for any class time missed due to coaching obligations.

4. Scope and Applicability

- This exemption applies strictly to cocurricular responsibilities performed for and on behalf of KESD.
- Coaching, refereeing, or participating in non-KESD athletic programs, club sports, or outside organizations remains subject to all provisions and requirements in the negotiated agreement between KEEA and KESD.

II. DURATION AND EFFECT

- Precedent: This MOU establishes a specific operational understanding for KESD teacher-coaches and does not modify, alter, or diminish any other terms, conditions, or provisions of the current Collective Bargaining Agreement except as expressly stated herein.
- Effective Date: This agreement shall take effect immediately upon execution by authorized representatives of both parties and shall remain in effect for the duration of the current Master Agreement unless extended or modified by mutual written consent.

SIGNATURES AND APPROVALS:

For the Kingdom East School District:

Signature *Lindsay Carpenter*
Lindsay Carpenter (Sep 9, 2026 12:58:22 EDT)

Printed Name & Title Lindsay Carpenter, KESD Chair Date Sep 9, 2026

For the Kingdom East Education Association:

Signature *Chrissy Park*

Printed Name & Title Chrissy Park, KEEA President Date Sep 9, 2026

MEMORANDUM OF UNDERSTANDING

Coaching 2026-27

Final Audit Report

2026-09-09

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