



KENT SCHOOL DISTRICT

Successfully Prepare all Students for Their Future

Kent, Washington is located between Seattle and Tacoma in the beautiful Pacific Northwest.



SCHOOL THERAPIST AND HEALTH SERVICES STAFF NEEDED:

Registered Nurses, Occupational Therapists, Physical Therapists, School Psychologists and Speech Language Pathologists

Kent School District (KSD) is seeking candidates to provide special services to students in special education and with health related needs ages 3 through 21. We invite you to join an exceptional team with strong district leadership, wonderful staff and students doing great things.

- Fourth largest school district in Washington State with over 27,000 students
- Diverse student population with over 120 different languages spoken
- State of the art technology in every classroom
- KSD encourages creative service delivery models and strong team collaboration
- Nine month work schedule with salary and benefits paid out over twelve months
- Possible forgiveness of student loans through a federal program
- Strong support programs, mentoring and a large variety staff development classes
- Excellent compensation and benefits including medical, dental, disability, life insurance and state retirement system
- Full-time, part-time positions and paid internships available
- Family-friendly work schedule. Terrific hours/lifestyle; no on calls, nights, weekends, holidays and summers off!
- Develop long-term relationships with students and families; contributing to student's academic and social growth
- Qualifying Educational Support Associates can earn \$5,000 per school year for the National ESA Certification Stipend

BRIEF JOB DESCRIPTION AND MINIMUM REQUIREMENTS

REGISTERED NURSE

Promote measures which will minimize the effects of illness and injury in the school setting, assess, and evaluate the health and developmental status of students to promote optimal learning.

Minimum Qualifications: Bachelor of Science degree in Nursing; an unencumbered Washington state nursing license; and Washington State Educational Staff Associate certification for a Registered School Nurse.

OCCUPATIONAL THERAPIST

Team with parents, teachers, and other educational staff to encourage students in special education to improve fine and sensory motor skills for successful participation in school activities.

Minimum Qualifications: Degree in Occupational Therapy; an Occupational Therapy License; and a Washington state Educational Staff Associate certification for an Occupational Therapist.

PHYSICAL THERAPIST

Team with parents, teachers, and other educational staff associates to support students in special education who need assistance with gross motor skills, mobility, positioning, and/or accessibility in order to be successful in the school environment.

Minimum Qualifications: Degree in Physical Therapy; a Physical Therapy License; and Washington state Educational Staff Associate certification for a Physical Therapist.

SCHOOL PSYCHOLOGIST

Support students by working with students individually and with family members in order for student to be a successful participant in school activities.

Minimum Qualifications: Master's degree specializing in School Psychology; and Washington state Educational Staff Associate certification for School Psychologist

SPEECH-LANGUAGE PATHOLOGIST

Provide assessment and treatment of communication disorders of language, voice, stuttering, and articulation for students through a combination of direct therapy, small group intervention, classroom lessons, consultation, and/or collaboration with teaching staff.

Minimum Qualifications: Master's degree in Speech/Language Therapy; and Washington Education Staff Associate certification for a Speech Language Pathologist.

BENEFITS AND SALARIES

BENEFITS

Monthly Allocated Benefits (Over 12 months):

Certificated employees with a minimum .5 FTE contract (18.75 hours or more a week) are eligible to receive benefits with the Kent School District. (Family members, including Domestic Partners, of eligible employees are also entitled to receive benefits.)

The district sets aside benefit Allocation Dollars for each qualifying employee to pay for benefits. The district receives these dollars from the state. Full-time employees are entitled to the full allocation. If you are less than full-time, your Benefit Allocation Dollars are prorated according to the hours per day and days per year you work, or your contract FTE amount.

Medical coverage is optional. Any remaining Benefit Allocation Dollars, after mandatory deductions, may be applied toward the Medical monthly premium.

Dental, Vision and Long Term Disability benefits are mandatory and are deducted from the employee's Benefit Allocation Dollars.

Additional benefits such as Salary Insurance, Personal Accident Insurance, and Supplemental Life Insurance for Employee, Spouse, and/or Children are optional and must be paid by the employee.

For more information regarding benefits visit: <http://www.kent.k12.wa.us/KSD/HR/KEAWebBook.pdf>

Retirement Benefits: Teachers, principals, nurses, occupational therapist, physical therapist, school psychologist and speech language pathologist and other certificated staff are eligible for retirement benefits through the Washington State Department of Retirement Systems DRS. For more information visit: <http://www.drs.wa.gov/>

Student Loan Forgiveness: The government offers a Student Loan Forgiveness Program for public employees, this includes ESA staff working for a public school district. For more information and, to see if you qualify visit: <http://studentaid.ed.gov/students/attachments/siteresources/LoanForgivenessv4.pdf>

SALARY

Kent School District uses the Washington state salary allocations for certificated instructional staff (i.e., teachers and educational staff associates). The state advances ESAs up to two years on the salary schedule for similar employment in the private or non-school public sector. In addition to the two years, KSD provides ESAs with a stipend for additional employment experience up to 16 years. The actual salaries and additional compensations are determined in local negotiations. For more information and the most recent Washington salary allocation schedule visit the Office of Superintendent of Public Instruction (OSPI) site: <http://www.k12.wa.us/safs/PUB/PER/SalAllocSchedule.pdf>

2009-2010 Kent Teachers' Salary Schedule									
Years of Service	8A	8A+15	BA+30	BA+45	8A+90	BA+135	MA	MA+45	MA+90 or PHD
0	34,237	35,162	36,120	37,080	40,161	42,145	41,047	44,128	46,115
1	34,698	35,635	36,606	37,608	40,721	42,695	41,503	44,617	46,589
2	35,137	36,083	37,064	38,144	41,248	43,242	41,963	45,067	47,061
3	35,589	36,545	37,536	38,650	41,749	43,791	42,398	45,494	47,538
4	36,033	37,031	38,028	39,180	42,297	44,354	42,855	45,971	48,030
5	36,492	37,494	38,501	39,718	42,823	44,921	43,319	46,425	48,523
6	36,963	37,943	38,984	40,262	43,352	45,462	43,794	46,885	48,993
7	37,790	38,786	39,841	41,187	44,324	46,491	44,685	47,820	49,989
8	39,002	40,052	41,132	42,590	45,768	48,016	46,086	49,266	51,512
9		41,363	42,497	44,008	47,260	49,584	47,503	50,757	53,081
10			43,877	45,498	48,794	51,195	48,995	52,291	54,692
11				47,032	50,399	52,849	50,528	53,897	56,345
12				48,517	52,048	54,571	52,122	55,545	58,068
13					53,737	56,335	53,773	57,234	59,831
14					55,434	58,165	55,471	59,042	61,663
15					56,877	59,679	56,913	60,577	63,266
16 or more					58,014	60,871	58,051	61,788	64,531

*Please note, as of January 1, 1992 no additional entries into the BA+ f35.

SUPPLEMENTAL COMPENSATION

In addition to the base salary, individuals receive compensation for additional supplemental and continuing education activities. Depending upon years of education, experience and position individuals are paid at their per diem rate** for the additional days worked or a set amount for the stipends. For more detailed information view the agreement between Kent School District (KSD) and Kent Education Association (KEA): <http://www.kent.k12.wa.us/KSD/HR/>

	WHERE TO FIND THE INFORMATION IN THE KSD and KEA AGREEMENT
Teacher Effective Education Days (9)	ARTICLE VI - SALARIES, STIPENDS AND BENEFITS: Section 4: EXTRA-CURRICULAR/EXTRA-DUTY PAY
Required Workshop Day (2)	ARTICLE VI - SALARIES, STIPENDS AND BENEFITS: Section 4: EXTRA-CURRICULAR/EXTRA-DUTY PAY: 1, 2, 3
Optional Workshop Days (4)	ARTICLE VI - SALARIES, STIPENDS AND BENEFITS: Section 4: EXTRA-CURRICULAR/EXTRA-DUTY PAY: 6
Professional Improvement Day (1)	ARTICLE VI - SALARIES, STIPENDS AND BENEFITS: Section 4: EXTRA-CURRICULAR/EXTRA-DUTY PAY: 7
IEP Stipend (OT/PT's, SLP's, Sp Ed)	ARTICLE VI - SALARIES, STIPENDS AND BENEFITS: Section 4: EXTRA-CURRICULAR/EXTRA-DUTY PAY: 9
One-time Commitment Stipend Paid one time in November, based on salary placement	ARTICLE VI - SALARIES, STIPENDS AND BENEFITS: Section 2: COMMITMENT, LONGEVITY, AND NATIONAL BOARD CERTIFICATION STIPENDS: A
Longevity Stipend	ARTICLE VI - SALARIES, STIPENDS AND BENEFITS: Section 2: COMMITMENT, LONGEVITY, AND NATIONAL BOARD CERTIFICATION STIPENDS: B
ESA Experience Stipend	ARTICLE VI - SALARIES, STIPENDS AND BENEFITS: Section 11: EDUCATIONAL STAFF ASSOCIATE EXPERIENCE STIPEND
National ESA Certification	ARTICLE VI - SALARIES, STIPENDS AND BENEFITS: Section 2 COMMITMENT, LONGEVITY, AND NATIONAL BOARD CERTIFICATION STIPENDS

**To figure out Per Diem (hourly rate): multiply the number of contracted days in the school year, f81 (180 school days plus one required Learning Improvement Day) times the work day hours (7.5 for a full-time equivalent FTE teacher); this equals the number of hours per school year; divide the number of hours per school year by the annual salary; and this equals the per diem rate.

Kent School District Offers

Annual \$5,000 National ESA Certification Stipend

The District will provide a stipend in the amount of \$5,000 per school year for Educational Support Associates (ESA) who possess the following recognized national certifications:

- **Speech Language Pathologist** - Certificate of Clinical Competence
- **Registered Nurses**- National School Nurse Certification
- **Occupational Therapist**- National Board for Certification in Occupational Therapy (NBCOT)
- **Physical Therapist***- National Physical Therapist Examination (NPTE)
- **School Psychologist**- National Certification in School Psychology (National Association of School Psychologist); or American Board of Professional Psychology Diplomate.

*For physical therapist, passage of the National Physical Therapist Examination (NPTE) will be accepted in lieu of national certification.

To Apply For KSD Positions:

To apply online, please visit our website at www.kent.k12.wa.us and click on Employment

For More Information:

Contact Employment Services Certificated Applicants: 253.373.7534 or certjobs@kent.k12.wa.us

Certification/ Professional License:

Appropriate Washington State ESA certification is required. For more information visit: www.k12.wa.us/cert

About Kent, Washington:

For more information about the City of Kent visit <http://www.ci.kent.wa.us/>

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Kent School District is an Equal Opportunity Employer.