

Memorandum of Understanding

by and between

Renton School District (RSD)

And

Service Employees International Union, Local 925

Regarding additions to custodial staffing in response to the COVID-19 pandemic

We the undersigned, in recognition of the cleaning and disinfecting needs as a result of the COVID-19 pandemic state of emergency, on behalf of the Renton School District ("RSD") and Service Employees International Union (SEIU), Local 925 ("Union") agree as follows:

1. To support the return of students to in-person learning, the District will add up to approximately 24 additional custodial positions on a temporary basis, as needed, to the current staffing for the 2020-2021 school year. The anticipated start date for these positions will coincide with the start of in-person learning for students in Preschool, Elementary General Education Grades K-5, Secondary sites Grades 6th-12th and Special Education Self-Contained Programs.
2. Positions shall be paid at the rate of Custodian II and follow a 180-day work calendar with a start date to coincide with the start of in-person learning for students in Preschool, Elementary General Education Grades K-5, and Special Education Self-Contained Programs.
3. Positions shall be hired based on the following conditions:
 - a. Availability of Elementary and Secondary School Emergency Relief (ESSER) funding
 - b. Return to in-person learning for students in Preschool and Elementary General Education, grades K-5, and Special Education Self-Contained programs
4. Positions shall be eligible for benefits through the School Employee's Benefits Board (SEBB).
5. Employees hired under this MOU shall not be eligible to earn seniority and shall not be eligible for promotion.
6. Positions shall be term-limited for the duration of the declared COVID-19 state of emergency and are subject to availability of ESSER funding. As such, positions hired under this MOU shall be eliminated at the end of the declared COVID-19 state of emergency or end of funding under ESSER, whichever comes first. The District shall provide a minimum of two-week's notice to employees hired under this MOU of the District's intent to end their employment.

This MOU shall be in effect for the duration of the declared COVID-19 state of emergency. All other provisions of the Collective Bargaining Agreement shall remain in full effect. This MOU is not precedent setting and is intended to address the specific and unprecedented health emergency presented by COVID-19.

In the event additional staffing is needed for additional services, the District will communicate with SEIU to update this MOU.

Agreed to this 30 day of March, 2021

FOR THE ASSOCIATION:

FOR THE DISTRICT:

/s/ Gary Stallman

/s/ Damien Pattenaude

Gary Stallman, SEIU President

Damien Pattenaude, RSD Superintendent