

**Memorandum of Understanding
By and Between
Renton School District (RSD)
And
Local 6367 American Federation of Teachers (AFT)
Regarding Nutrition Services SNA Certificates**

The parties agree to pilot a new process to compensate Nutrition Services employees who earn initial SNA certificates and/or maintain existing SNA certificates.

Current CBA language:

10.9 Nutrition Services employees who earn a School Nutritional Association (SNA) certificate and submit verification paperwork by June 1 will be paid a stipend in July pay warrant. The stipends are as follows:

- A. SNA Level 1 \$ 500.00
- B. SNA Level 2 \$ 900.00
- C. SNA Level 3 \$1200.00

Nutrition Services employees who maintain a School Nutritional Association (SNA) certificate and submit verification paperwork by June 1 will be paid a stipend in July pay warrant. The stipends are as follows:

- A. SNA Level 1, 2 \$500.00
- B. SNA Level 3 \$600.00

During the year in which an employee maintains a lower level certificate and earns an additional certificate, the employee may earn both stipends.

The new language for the pilot is as follows:

INITIALLY EARNED CERTIFICATES (1-time stipend payout)

- A one-time stipend will be paid for each new level of SNA Certification initially achieved, including levels (1) through (3).
- Certificate verification documentation for the stipend level received by the NS Office by the 1st of the month will be processed on that month's pay warrant.
- Copies of both the Certificate Verification Letter and the SNA Certificate in School Nutrition are required before payment of the stipend.

ANNUAL "MAINTENANCE" OF STIPEND (continued certification)

- Employees who maintain their SNA certification for one year or more will be paid an annual stipend with renewal documentation.
- Employees are eligible for one annual maintenance stipend per work calendar year.
- Copies of both the Certification Verification Letter and the SNA Certificate in School Nutrition must be submitted to NS for the payment of the annual stipend.
- Upon receipt of renewal documentation, the stipend will be paid effective the month of achievement date listed on the certification letter. If documentation is not received prior to the expiration month, stipend will be paid the following calendar month.
- Certificate maintenance verification documentation received by the NS Office by the 1st of the month will be processed on that month's pay warrant.

- The NS Office shall maintain appropriate records of SNA documentation.

This pilot will be in effect from the first pay period after both parties have signed the MOU through August 31, 2021. The parties agree to meet and discuss the pilot and identify any modifications acceptable to both parties prior to September 1, 2021.

For the District:

/s/ Sheryl Anderson Moore

Sheryl Anderson-Moore, Assistant Superintendent of Human Resources

Date: 4/02/2021

For the Union:

/s/ Beth DeCou, AFT President

Date: 4/01/2021