

**Memorandum of Understanding
between Renton School District and Renton Education Association
Agreements regarding impacts from ongoing COVID-19 pandemic for the 2021-2022 School year**

The Parties understand the public health situation may change during the 2021-2022 school year which could impact the COVID-related working conditions of REA-represented staff. The Parties also understand there may be unintended consequences to working conditions that need to be addressed. In that event, the District will first notify REA in writing of any decisions, changes, and/or amendments that impact COVID-related working conditions and whose impacts are not already captured in the current collective bargaining agreement or any MOU between the parties so as to receive stakeholder input prior to communicating any such decisions, changes, and/or amendments to employees and/or stakeholders. The parties agree to use established labor-management meetings to gather this stakeholder input. The parties also acknowledge that some decisions, changes, and/or amendments may require urgent action. In that case, the District will make every reasonable effort to contact REA and gather stakeholder input outside of the next scheduled labor-management meeting.

1. Nurses

A. Lead Nurse:

The District shall select a lead nurse for the remainder of this school year with additional stipend to problem solve issues, staffing, etc. The following applies:

- Selected using existing process for other ESA leads
- Stipend based on existing formula for other ESA leads
- Position is through end of 21-22 FY
- Will be assigned specific COVID activities
- Job responsibilities could include
 - Work with Director and nurses to develop system for nurse coverage related to afterhours contact tracing
 - Assisting with planning and tracking of fit testing
 - Track training of staff for COVID-testing
 - Workflow planning and communication with nurses
 - Hold nurse focus groups prior to any workflow changes
 - Regular meetings with Director (EOW on non-nurse meeting weeks)- send nursing communication
 - Lead assignments, priorities, staffing, problem solving
 - Contact person for department and district practice questions with a CC to Director
 - Advocate for needs of department to the Director
 - First level problem-solving, including the Director as needed
 - Discuss caseload data with Director to monitor workloads and provide input for adjustments as needed
 - Facilitate and/or co-plan with Director agenda for bi-monthly nurse meetings
 - Serve on interview committee
 - Support end of year processes
 - Lead PLC work

B. Workload support:

Employees may timesheet for additional hours for COVID related activities, including but not limited to:

- Contact tracing
- Fit Testing
- COVID testing
- Training
- The request for estimated extra hours will be made in advance. If unable to be made in advance, as soon as possible
- The District will carry over HSAs hired in 2020/2021 to 2021/2022 school year

2. Specialist/Librarian Workload

The following apply to specialists teaching remotely and in-person:

- a. Specialists will not be assigned responsibilities during the 35 minutes that are open due to scheduling. This time will be used for additional conference and planning time.
- b. Specialists will be guaranteed a dedicated teaching space at a school at which they are already assigned.
- c. In addition, for librarians who are assigned remote sections, the following applies:
 - If remote sections cause a librarian to go over 20 sections, the class size number of remote students will be included in the total count for para support and then a three (3) hour para will be assigned.
 - Up to one open block per day may be used by the librarian to address workload associated with remote teaching, in addition to the 35 minutes that are open due to scheduling.

3. Renton Remote Education (RRE)

- a. All CBA language will apply to RRE, with exceptions noted according to the chart below. The chart indicates when RRE should be treated as part of the physical school the employee is assigned to or when it is treated as a separate entity for the purpose of a specific contract clause.

	RRE	Physical School
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Develop and agree to a Decision-Making Model (9.1)	x	
Establish a Sub Rotation (9.9)	x	
Develop a Behavior Plan (9.5.6)	x	
COVID Building Safety Teams		x
Staff meetings/green-pink-yellow mornings	x	
Evaluator		x
LEA Rep	x	x
RLC/LAP/Title services	x	

REA Reps	x	
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4. Counselor Workload

- a. On-site counselors agree to support RRE students taught from their buildings (i.e. consultation with remote teachers to assess student mental health needs, completing CPS reports, and appointing outside counseling services). Elementary Counselors who support RRE students will receive a stipend of \$1,000.
- b. Counselor workload issues will be tracked and reviewed pursuant to the process described in the preamble.

5. Continuity of operations:

- a. Teachers will create a remote full day of instructional plans to deal with a transition to remote learning (should include zoom link and schedule).
- b. A minimum of 90 minutes will be built into employees' schedules in order to create these plans (August days/Building PD (green)/staff meeting), to be completed by September 30, 2021. If schools are unable to provide the 90 minutes of time during the work day to create these plans by September 30, 2021, certificated staff may submit extra time up to 90 minutes or through a combination of work time and extra time (e.g., school sets aside 60 minutes of time to create plans and employee submits 30 minutes of extra time). If schools provide the time, certificated staff should not submit extra time in addition to the work time.
- c. In the event of a district-wide shift to remote learning that mandates employees to work outside of their assigned location, all certificated staff who are mandated to work outside of the building will receive seven (7) hours of additional compensation.
- d. The parties agree to reconvene prior to September 30, 2021 to create a plan for the possibility of switching from in-person to remote instruction for schools.

6. This MOU shall be in effect for the rest of the 2021-2022 work year or after the end of the declared COVID-19 state of emergency, whichever comes first.

/s/ Julianna Dauble

/s/ Damien Pattenaude

Julianna Dauble, REA President

Damien Pattenaude, RSD Superintendent

/s/ September 2, 2021

/s/ September 2, 2021

Date

Date

**Addendum to the Memorandum of Understanding
between Renton School District and Renton Education Association
Agreements regarding impacts from ongoing COVID-19 pandemic for the 2021-2022 School year**

Pursuant to Section 5(d) of this Memorandum of Understanding, the parties convened on September 21, 2021 and agreed upon the following:

- A. If an in-person classroom is required to go remote, the teacher may choose to teach remotely either from their home or the building (if permitted pursuant to PHSKC/DOH recommendations/guidance).
- B. If a remote classroom teacher has a child who is required to quarantine by the child's school district, the remote classroom teacher may teach remotely from their home or from the building.
- C. In both of the above scenarios, the teacher must be able to meet all the expectations of instructional minutes and availability that would apply to an in-person setting.
- D. If an entire school is closed and required to go remote, the District will follow PHSKC/DOH recommendations/guidance regarding whether teaching from the building is safe or not.

/s/ Julianna Dauble

Julianna Dauble, REA President

/s/ 9/23/2021

Date

/s/ Damien Pattenaude

Damien Pattenaude, RSD Superintendent

/s/ 10/4/2021

Date