

Memorandum of Understanding
by and between
Renton School District
And
Renton Education Support Professionals
Regarding Displacements into Renton Innovation Zone (RIZ) Schools

The District and Association agree that the professional responsibilities and expectations for staff working at a RIZ school are unique and differ significantly from the responsibilities and expectations for paraeducators at non-RIZ schools. In recognition of these differences, the District and Association agree to the following two exceptions to Article 5.11 of the current CBA.

Specifically:

- When an employee is notified that they will be displaced from their current assignment for the following school year, the District will provide the employee with information describing the expectations for them at a RIZ school.
- Employees wishing to displace into a RIZ school will communicate this to HR staff, who will then put the employee in contact the Principal of the school they are considering in order to learn more about the expectations of the position through an informal “meet and greet” at least 24 hours prior to their deadline for making a displacement choice. If contacted by the employee, the Principal or Assistant Principal will attempt to schedule a meet and greet (virtual or in-person) with the employee prior the employee’s deadline for making a displacement choice.
- After the meet and greet, both the Principal and the employee may choose to accept or decline the employee’s choice to displace into that RIZ school. If either declines, the employee will not be placed into that RIZ school.
- If the Principal or Assistant Principal is not able to schedule the meet and greet prior to the employee’s deadline for making a displacement choice, then the following will apply if the employee still chooses to displace into the RIZ school:
 - The Principal will have the option to complete a 90-day review of the employee within the first 90 days of the new assignment. In the event the Principal determines that the employee’s job performance is not consistently meeting expectations, the employee will be removed from the RIZ school assignment and will be given the opportunity to choose from the available open assignments at another school. The Principal must notify the employee no later than day 80 of

the assignment of their intent to remove the employee from the RIZ school assignment.

- Within the first 90-days of the new assignment, the employee may request to voluntarily displace from the RIZ school assignment to another school. The employee must notify the Principal no later than day 80 of the assignment of their intent to voluntarily displace.

| /s/ Sheila Redick

For the District

| May 31, 2022

Date

/s/ Valisia Simpson

For the Association

May 31, 2022

Date