

MEMORANDUM OF UNDERSTANDING BETWEEN THE RENTON PROFESSIONAL TECHNICAL ASSOCIATION AND RENTON SCHOOL DISTRICT REGARDING SAFETY/SECURITY PERSONNEL ATTIRE

In order to offer more options to the currently bargained working uniform of Safety & Security personnel, the Renton School District (“the District”) and the Renton Professional Technical Association (“RPTA”) have agreed upon the following revisions to the collective bargaining agreement effective September 1, 2021 – August 21, 2024:

In addition, beyond simply seeking additional colors, the intent of this change would support school spirit and continued approachability; increase the ability of the school based officer to participate in building activities where traditional attire may limit access or create barriers; offer additional activity/event specific attire options; help minimize perceptions of traditional uniformed authority; and help integrate the safety officers as part of the building staff/team.

16.1.1 The District will minimally provide the following articles of clothing, and adjustments may be made to comply with Article 12.3 Non-Discrimination:

16.1.1.1 Five (5) long or short sleeve “Performance Polo” shirts in “Cadet” blue with district logo and “Safety Officer” on the front

16.1.1.2 Five (5) pairs of charcoal grey Tactile Pro pants

16.1.1.3 Two (2) pairs of black leather shoes; maximum cost of \$150 per pair

16.1.1.4 One (1) “Chameleon Soft Shell Jacket with Flaps” in black with district logo and “Safety Officer” on the front and back

16.1.1.5 One (1) “Valiant Duty Jacket” in black with district logo and “Safety Officer” on the front and back

16.1.1.6 One (1) baseball cap

16.1.1.7 One (1) stocking cap


16.1.1 After employees are supplied with the articles of clothing described in 16.5.1, they will annually have access to the following:

16.1.1.1 Up to \$400.00 reimbursement to replace the shoes and clothing listed in 16.5.1 above. Receipts must be submitted by August 31 each year. Employees may also use the \$400.00 annual reimbursement to replace the shirts provided the shirts match their assigned school colors (Central Safety personnel: blue), and/or to purchase other as approved by the District. Safety/security personnel may also use the \$400.00 annual reimbursement to purchase 5.11 Tactical Taclite Pro Shorts of colors approved by the District. Where possible, the range of colors should be limited to the palette offered by 5.11. Upon separation from employment, receipts must be submitted within ten (10) work days of separation from employment.

16.1.1.2 Ordering through the District's uniform provider directly for the replacement of damaged shirts, pants, and/or jackets.

Sheila Redick

For the District


Jennifer Ben (Jul 15, 2022 09:08 PDT)
For the Association

Signature: 

Email: sheila.redick@rentonschools.us









MOU safety attire (7.14.22)

Final Audit Report

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