

**Memorandum of Understanding
between Renton School District and Renton Education Association
Regarding Referral and Signing Bonuses**

The parties have come to an agreement to elaborate on the Memorandum of Understanding (MOU) regarding “SEBB for Substitutes, Roving Teachers, Referral and Signing Bonuses, and Preparation of Substitute Plans by Classroom Teachers” that is contained in the 2022-2025 collective bargaining agreement (“CBA”). Specifically, the parties wish to clarify the following regarding the section of the MOU titled, “Referral and Signing Bonus.”

The parties agree that the language should be modified as shown below:

Referral and Signing Bonus

All employees who refer a candidate for a “hard-to-fill” position who is hired and successfully completes the 90-day probationary period at any point in the 2022-2023 or 2023-2024 school year(s) will receive a five-hundred dollar (\$500) bonus. For substitute paraprofessionals and substitute certificated staff, the \$500 referral bonus will be issued if the employee is hired and successfully completes 20 substitute assignments.

Hard-to-fill positions at this time include:

- HSAs
- Classroom paraprofessionals
- Nutrition Services employees (non-supervisory)
- Custodians
- Bus Drivers
- Substitute paraprofessionals
- Substitute certificated staff
- Nurses
- Maintenance department employees (non-supervisory)
- Special Education teachers

A certificated staff member in a “hard-to-fill” position who is hired and successfully completes the 90-day probationary period (or 20 assignments for certificated substitutes) will receive a \$500 signing bonus.

Except as shown above, all other provisions of the MOU in the CBA remain intact.

This Agreement will sunset at the end of the 2023-2024 school year.

/s/ Julianna Dauble

Julianna Dauble, REA President

/s/

/s/ Sheila Redick

Sheila Redick, Assistant Superintendent of HR

/s/

Date

Signature: *Julianna K Dauble*

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Date

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REA signing bonus MOU 8.16.22

Final Audit Report

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