

Health and Safety Memorandum of Understanding for the 2022-2023 School Year Between
Renton Education Association (REA)
Renton Education Support Professionals (RESP)
Renton Professional Technical Association (RPTA)
And Renton School District

Whereas COVID-19 continues to create a public health emergency that has the potential to substantially affect the wages, hours, and working conditions of Association members,

and whereas all parties recognize that the nature of the COVID-19 pandemic requires ongoing flexibility as health and safety guidance and government mandates are updated in alignment with the latest information.

As guidance changes, the District will notify all listed bargaining units if they impact the bargained Memorandum of Understanding.

- I. Employee Health Precautions
 1. Face Coverings: All employees, students, and building visitors will follow the [DOH/PHSKC guidance](#) in regards to face coverings.
 - i. Any employee, student, and building visitor shall be allowed to wear face coverings without concern of bullying, harassment, or intimidation.
 - ii. The District shall offer any new employee in a high risk environment fit-testing for appropriate PPE within ten (10) days of employment.
 2. Employees at Increased Risk: Employees who are at increased risk may engage in the ADA interactive process by completing the [online accommodation request form](#) or contacting the Human Resources Department at rsd.leaves@rentonschools.us.
 3. Physical Distancing: When possible, seating for students and/or employees will continue to be done in a manner consistent with [DOH/PHSKC guidance](#).
 4. Handwashing: The District will continue to provide adequate facilities and supplies for employee and student handwashing.
 5. Students and Employees with COVID-19 Symptoms: Employees, students, and building visitors shall follow [DOH/PHSKC guidance](#) for isolating if experiencing symptoms or testing positive for COVID-19.
 - i. Any employee responsible for monitoring isolation rooms shall be provided appropriate PPE for working with people with COVID-19 symptoms.
 - ii. Employees who are in a circumstance which results in a need to change PPE will be provided time to do so up to 15 minutes.
 - iii. Notification: To the extent that it is required by L&I and/or [DOH/PHSKC guidance](#), employees who are exposed at work to a confirmed case of COVID-19 shall be notified by the District as soon as possible, but no later than the next school day, or within twenty-four (24) hours of the District becoming aware of a

positive case. The twenty-four (24) hour period will not include time that falls over non-school days.

6. Meetings: The parties will continue to monitor PHSKC public health data for trends in transmissions and hospitalizations. Based on this review, the parties may mutually agree upon certain parameters for meetings to be held remotely. The District will continue to allow buildings/programs the flexibility to hold meetings remotely when deemed appropriate by building/program supervisor.
7. Safety and Discipline in Relation to In-Person Instruction: Ensuring the safety and health of students and employees shall be the District's first priority. Students and staff shall be expected to follow all safety protocols.
 - i. Students who need/want a mask will be provided a disposable mask.
8. Personal Protective Equipment (PPE): All employees will be provided PPE, pursuant to applicable health and safety guidance. Employees who believe they require additional PPE beyond this guidance may request it through their site supervisor. If it cannot be resolved at that level, it may be brought to labor management for dispute resolution. Employees who request a mask will be provided with a mask.
9. Testing: Employees who are symptomatic or who have been identified as a close contact can be tested with a PCR test and/or rapid antigen test available at school. Employees will be encouraged to test at home prior to arrival at school if experiencing symptoms.
10. Building Safety Teams: The District will continue to have Building Safety Teams with the following parameters:
 - i. Members invited
 1. Administrator (required)
 2. Custodian
 3. At least two (2) REA representatives
 4. RESP representative
 5. RPTA representative if applicable
 - ii. Responsibilities
 1. Review safety and health inspection reports to help correct safety hazards
 2. Review previous agenda follow up items from previous meeting to determine if it was corrected
 3. Review and make recommendations based on relevant data
 4. Review Health and Safety MoU and Labor and Industry guidelines
 - iii. Team Expectations
 1. Meet monthly
 2. Attendance documented in minutes
 3. Support two-way communication through a member complaint/question and response process, and availability of minutes
 - a. Minutes will be made available to all staff and submitted monthly to District-wide Safety Committee
 - b. Complaints will have a timeline for resolution established and communicated to the complainant. Communication upon resolution will be made to the complainant.

iv. Time will be compensated through a timesheet or through BLIS hours, if applicable.

11. Health Recommendations: The District will consult with HSAs and Nurses on issues related to strong recommendations from DOH/PHSKC unless the decision must be made by administration in a period of time that will not allow consultation (weekend/holiday), or in an emergency situation that requires an immediate decision.

When DOH/PHSKC and District leadership are consulting on how to handle a unique COVID-related situation and the conversation ends with one or more recommendation from DOH/PHSKC to the District, the District will share those recommendations with Union presidents and the UniServ Director, along with the recommendation that was selected for implementation.

II. Leaves Available for In-Person Learning Environments

1. COVID paid leave: An employee who tests positive for COVID-19 will receive paid leave from the date of the beginning of their required isolation period through the end of their required isolation period, as determined by [DOH/PHSKC guidance](#). No employee will be eligible to receive more than ten (10) days of COVID paid leave in the 22-23 work year. To be eligible, the employee must provide documentation of the positive COVID-19 test to Human Resources. The documentation must clearly indicate the date of the positive test(s) as well as the identification of the person testing positive. Examples of acceptable documentation include, but are not limited to:
- i. Documentation from a medical provider clearly stating the date of the positive test and the name of the employee who tested positive.
 - ii. A photo of the test that includes a note on the test indicating the date of the test and the name of the individual who was tested.

When remote work is available and feasible (subject to Board Procedure 5001P) and the employee is well enough to continue working, remote work will be made available in lieu of COVID paid leave as described above.

2. Extraordinary Circumstances: Extraordinary circumstances which require an exception may be referred to the Assistant Superintendent of Human Resources for consideration. Any employee who has used all available contractual leave due to a requirement to isolate will not be subject to disciplinary action. COVID-related leaves will be revisited by the District and the Associations if there are unforeseen impacts to significant changes in applicable guidance.
3. Other leaves pursuant to applicable laws that may be available are at <https://www.rentonschools.us/employment/leaves>, which includes Washington Paid Family Medical Leave (PFML).

In addition, workers' compensation may be appropriate as a result of the Health Emergency Labor Standards Act (HELISA) and more information can be found at

<https://lni.wa.gov/safety-health/safety-rules/rulemaking-stakeholder-information/helsa-implementation>.

III. Duration

This MoU shall remain in effect through August 31, 2023. All parties agree to revisit whether and/or how the provisions in #10 should be extended beyond 22-23, either jointly or individually with each bargaining unit that is a signatory this agreement, prior to the expiration of this Agreement.

/s/ Valisia Simpson

Valisia Simpson, RESP President

/s/ Sheila Redick

Sheila Redick, Assistant Superintendent of HR

/s/ 
Jen Ben (Aug 23, 2022 15:14 PDT)

Jen Ben, RPTA President

Julianna Dauble, REA President

/s/ Julianna Dauble

Signature: 

Email: sheila.redick@rentonschools.us

Signature: 
Valisia Simpson (Aug 26, 2022 15:50 PDT)

Email: valisia.simpson@washingtonea.org

Signature: 

Email: julianna.dauble@washingtonea.org












FINAL Health and Safety MOU 22.23


Final Audit Report


2022-08-30


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