

**Memorandum of Understanding
between Renton School District and Renton Principals Association
Regarding Vacation Cash Out**

Both parties recognize that the increase in vacation cash-out from 11 to 13 days, which was agreed to in 2019, and was to be implemented in April 2020, was not implemented. Further, the increase was not reflected in the 2021-2024 Renton Principals Association written agreement and, therefore, was not implemented in April 2021 or April 2022. Therefore, the parties have come to an agreement to address the issue as follows:

Vacation Cash Out Language

The second paragraph of item #4 in the 2021-24 RPA Salary and Benefit Implementation document shall be replaced by the following bolded and underlined language:

“Administrators who have been unable to use their vacation accruals due to work demands, up to ~~eleven (11)~~ **thirteen (13)** days of unused vacation shall be paid annually upon request in April at the per diem rate based on the year-to-date accrual. Administrators must maintain a minimum balance of eighty (80) hours at the time of cash out in order to be eligible.”

Vacation Cash Out for 2020 and 2021

Current school administrators who cashed out the previous maximum amount (11 days) in April 2020 and/or April 2021, and who also lost vacation hours following the cash out will be afforded up to 16 hours of lost vacation time per year to cash out, payable in January 2023. Human Resources will contact eligible administrators to determine if they would like to cash out the hours or if they would prefer to restore the days to their vacation balance, provided it does not put them above the maximum monthly or annual amounts.

Vacation Cash Out for 2022

Current school administrators who cashed out the previous maximum amount (11 days) in April 2022 will be afforded the opportunity to cash out two additional days – assuming it does not take their balance below the required 80 hours – payable in January 2023.

Except as shown above, all other provisions of the Renton Principals Association Salary and Benefit Implementation agreement remain intact.

/s/ 

Elaine Love, RPA President

/s/ 11/8/2022
Date

/s/ 

Sheila Redick, Assistant Superintendent of HR

/s/ 11/08/2022
Date