

Renton School District

Human Resources Orientation for New Employees



SERVICE



We serve our students,
families, and communities.

EXCELLENCE



We strive for excellence in all we do.

EQUITY



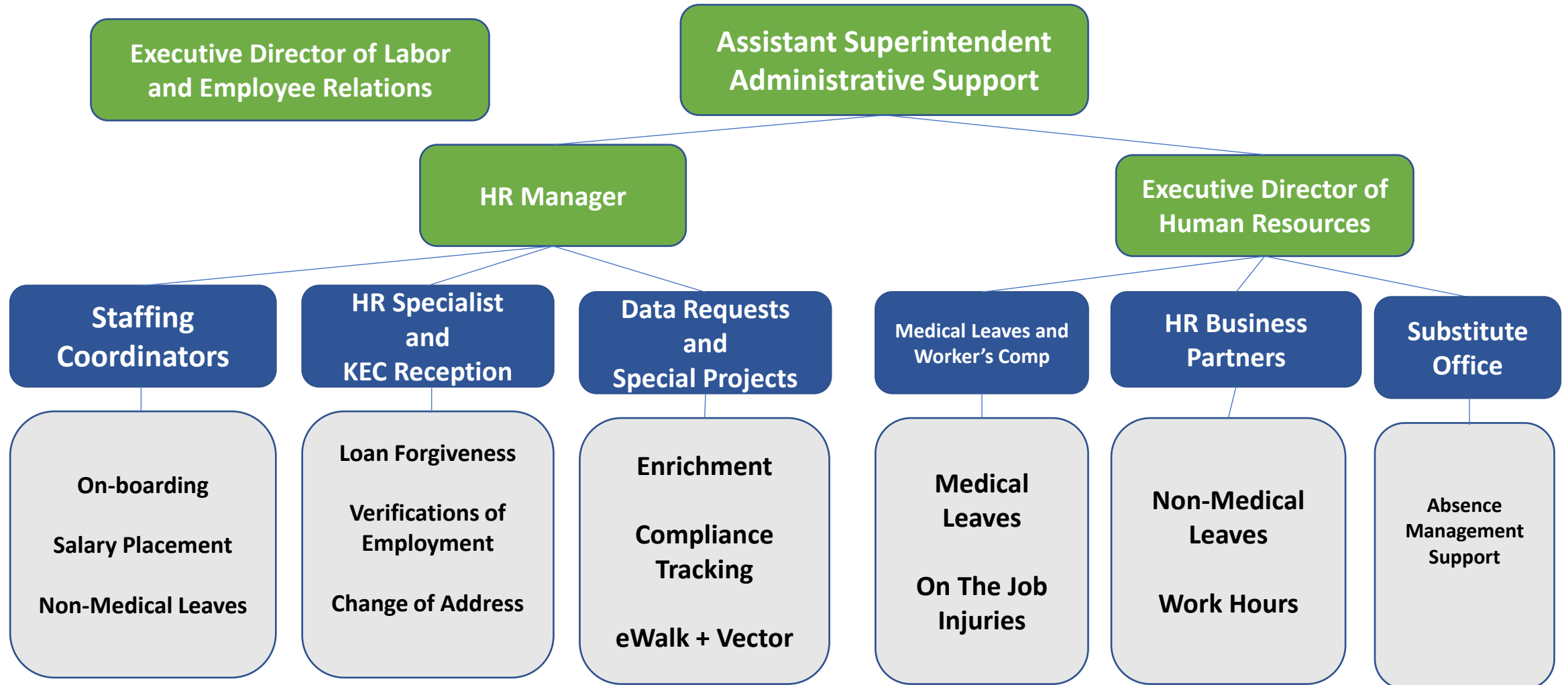
Overview

- HR Team Overview
- Employee Groups
- Salary Placement
- Training and Reimbursement
- Evaluations
- Time Off and Substitute Requests
- Skyward Employee Access
- Leaves of Absences
- On the Job Injuries
- Other Important Information



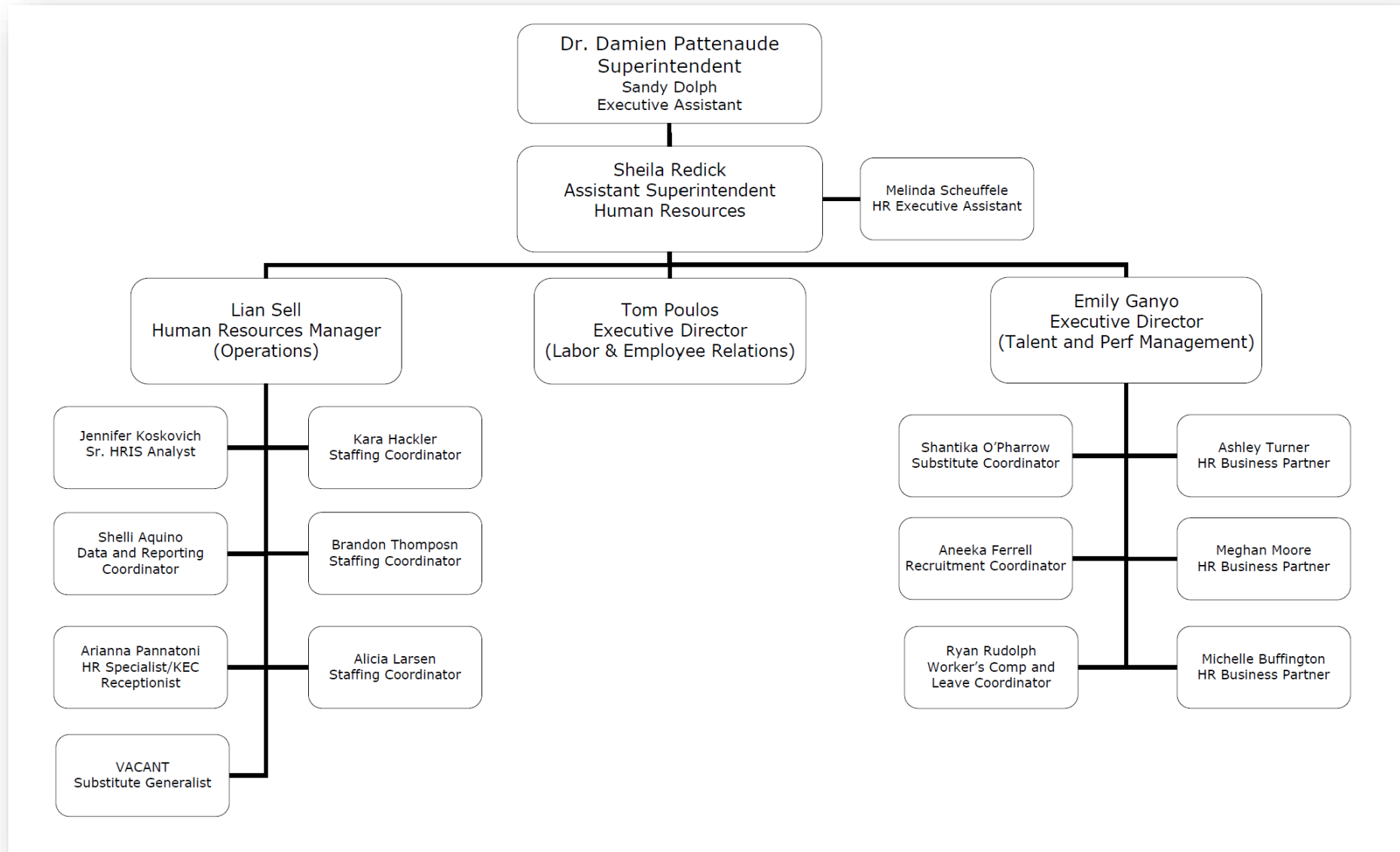
Human Resources Team

[Contact Information Page](#)



Human Resources Team

[Contact Information Page](#)

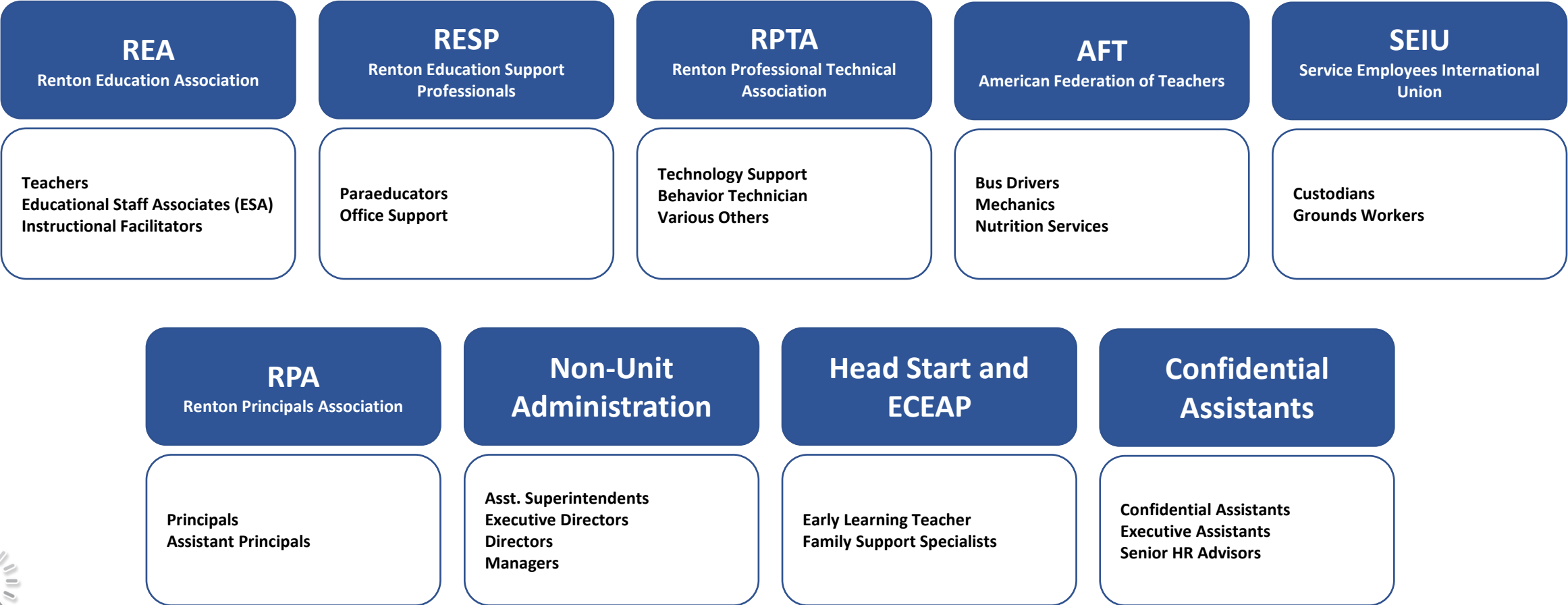


Employee Groups and Salary



Employee Groups

Collective Bargaining Agreements, Salary Schedules and Work Calendars are available [here](#)



Salary Schedule Placement

Collective Bargaining Agreements, Salary Schedules and Work Calendars are available [here](#)

REA

Lanes: Credits earned by 9/30:
MA: subtract 45 from total post-BA credits

Steps: Experience earned by 8/31:
Public, Private, Charter, International

Position must require a State education license

.5 FTE = Step 1

Certificated Substituting Experience is Eligible

ESAs and CTE may be eligible for industry experience

RESP

Classification by position

Steps:
Public School Experience in a like position

RPTA

Classification by position

Steps:
Public school or industry experience in a like position

AFT

Classification by position

Steps:
State of Washington public employment experience

SIEU

Classification by position

Steps: N/A

Head Start and ECEAP

Classification by position

Steps:
Same or like position
*Certain Educational degrees may be used in lieu of experience

Confidential Assistants

Confidential Assistants
Executive Assistants
Senior HR Advisors

VOE Form Links & Salary Placement Guides

Sick leave transfer request included for all groups

[Certificated School-Based](#)

[Classified School District \(RESP, RPTA, Early Learning\)](#)

[Industry \(ESA, CTE, RPTA, Early Learning\)](#)

[Classified Salary Placement Guide \(AFT, Early Learning, RESP, RPTA\)](#)

[Certificated Salary Placement Guide \(REA\)](#)



REA - Clock Hours and Credits for Placement

All courses and clock hours for salary placement must be earned after your first Bachelor's degree and meet one of OSPI's defined criteria. Salary schedule lanes reflect quarter credit values. Credits must be earned on or before September 30th of the school year to be eligible for that year's placement and must be received in Human Resources during the school year to be applied for credit that year.

College Credits and Degrees	Clock Hours – RSD	Clock Hours – Non-RSD
Official transcript required for all degrees	Create your account in ProDev	Must be earned through an OSPI-approved provider
Order electronic official transcripts and have them sent directly to your Senior HR Advisor	Twice annual uploads to Skyward from ProDev in fall and summer – no need to submit forms to HR!	Submit clock hour transcript or final clock hour form to your HR Advisor or Generalist
1 semester credit = 1.5 quarter credits	10 clock hours = 1 quarter credit	



Payroll Basics

Pay day is the last working day of each month

Work Start Date	First Paycheck	Annual Pay Spread
1 st – 15 th of Month	End of month	Equal pay spread through August
16 th – 20 th of Month	260-Day Employees: Partial check at end of month	260-Day Employees: After partial check, equal spread through August
	Less than 260-Day Employees: End of following month	Less than 260-Day Employees: Equal pay spread through August
21 st – End of Month	End of following month	Equal pay spread through August

- Payroll contact: rsd.payroll@rentonschools.us
- Benefits Contact: rsd.benefits@rentonschools.us



Classified Training Hours & Expense Reimbursement

Training Hours

RESP and RPTA

Training Hours Form: [Here](#)

Documentation Submission Deadline: 1st of the month to be paid on the next pay

Annual Maximums:

RESP: Up to \$1,200 per school year
Hourly Rate = RESP 2, Step 1

RPTA: Up to \$1,500 per school year
Hourly Rate = RPTA 2, Step 1

Expense Reimbursement

RESP and RPTA

Expense Reimbursement Form: [Here](#)

Attach proof of payment

Submission window: September 1 – August 31

Individual Eligibility:

RESP: Up to \$350 per year

RPTA: Up to \$150 per year

Other groups may have reimbursable expenses (AFT, SEIU, etc). Speak with your supervisor for eligibility



Certificated Tuition Reimbursement

Form Link: [Tuition Reimbursement Request Form](#)

Reimbursement Request Allowance: One course per teacher, per contract year

Reimbursement Amount: Reimbursement amounts will be calculated after all requests have been submitted.

Documentation Required:

Reimbursement Form

Original Receipt

Course Completion Verification

Submit To: Executive Assistant, Department of Learning and Teaching

Submission Deadline: August 15th



Additional Trainings – Paraeducators only

The Paraeducator Certificate Program offers statewide standards-based training for all paraeducators, and supports a career growth ladder for those who wish to advance their career as a paraeducator or pursue a teaching profession.

Training components

The training begins with the 28-hour **Fundamental Course of Study (FCS)**, a course focused on the new paraeducator standards of practice, broken out over 12 courses.

- [RSD Paraeducator Certificate/Fundamental Course of Study webpage](#)



Mandatory Trainings and Staff Evaluation



Mandatory Trainings

The trainings below are required for ALL employees in [Vector Training](#)
Username: State ID (found in Skyward Employee Access)
Due: 30 days from start date

Acknowledgements & Trainings

Disciplinary Action & Discharge

Electronic Resources

What Every Employee Must be Told

Code of Conduct

Drug-Free Workplace

Child Abuse, Neglect & Exploitation

Guide for Protecting the Abused & Neglected

Professional Staff & Student Boundaries

Harassment, Intimidation & Bullying

Student Health Emergencies (4)

Jason Flatt Act

Coronavirus Awareness

Any additional trainings specific to individual positions will be communicated separately from
Human Resources



First Aid / CPR – Required by School Board policy for identified positions within 90 days of employment

Certificated Staff

1. Assistant Principal
2. Career and Technical Education (CTE) Teacher
3. Dean of Students
4. Nurse
5. Occupational Therapist
6. Physical Education Teacher
7. Physical Therapist
8. Preschool Teacher
9. Principal
10. Self-Contained Special Education Teacher (ILC, ASD, EBD, IK, etc.)

Classified Staff

- | | |
|--|--------------------------------|
| 1. Behavior Tech | 12. Safety & Security Staff |
| 2. Building Office Manager | 13. Swim Pool Staff (all) |
| 3. Certified Occupational Therapy Assistant (COTA) | 14. Bus Driver |
| 4. Elementary and Secondary Health Clinic Staff | 15. Driver Trainer |
| 5. Health Service Assistants | 16. Mechanic |
| 6. Kitchen Lead/Manager | 17. Transportation Dispatcher |
| 7. Nurse | 18. Physical Activity Advisors |
| 8. Physical Therapy Assistant | 19. Athletic Coaches |
| 9. Preschool Paraeducator | |
| 10. Preschool Teacher | |
| 11. Paraeducator | |



Evaluations

There are two evaluations required for all employees- after a new hire probationary period and a yearly/annual review

NEW HIRE PROBATIONARY REVIEW: The time frame for the probationary hire differs by union agreement, but is generally within the first 3-5 months of employment.

ANNUAL REVIEW: All employees' performance is evaluated annually, either by the end of the school year or before the end of the union's calendar year.

Any additional evaluations are outlined in union CBAs.

Hourly employees, substitutes and coaches are exempt from evaluations. Leave replacement employees will have a new hire probationary review.



Skyward Employee Access



Skyward Employee Access

After logging in for the first time, review contact information for accuracy.

Transcripts and clock hours are entered as quickly as possible and you see those areas populate prior to your first pay day.

Viewable in EA All employees
Pay checks, W-2s
Pay Assignments
Salary Placement <ul style="list-style-type: none">Lane, Step and Credits
Personal contact information <ul style="list-style-type: none">Submit form to change
Nickname <ul style="list-style-type: none">Optional - Enter preferred first name for display in email

Viewable in EA	
Certificated Employees	Classified Employees
Contract	Work Assignment Sheet
Credits and Degrees eligible for salary placement	Training hours confirmed in HR
Teacher Certification	Union Seniority Date
Experience eligible for salary placement	



Skyward Employee Access – Salary Placement

Lane/Step History – Salary Schedule Placement

Employee Access - Employee Tab

Employee

Employee:

Lane/Step History

Views: General Filters: *Skyward Default

	Placement	Effective Date	Lane	Step	Credits
tract	REA	08/16/2018	BA	2.00	15.00
tract	REA	08/16/2019	BA	3.00	30.00

Beginning of the year hires will be able to see these lines by mid-September



Skyward Employee Access – Assignments

Assignments

Personnel

- Personnel Info
- Lane/Step History
- Prof Development
- Assignments**
- Certifications
- 1095-C
- 1095-B

Payroll

- Checks
- Check Estimator
- Calendar YTD

Assignments

Assignment Information

Assignment Year: 2019-2020

Views: General Filters: *Skyward Default

Position	Assignment	Group
▶ STIPENDS	HR - ACTIVITY PAY	BUILDING LEADERSHIP/STUDE
▶ Teacher	Elementary	BASE
▶ Teacher	Elementary	ENRICHMENT A
▶ Teacher	Elementary	ENRICHMENT B
▶ Teacher	Elementary	STATE PD

Beginning of the year hires will be able to see these lines by mid-September



Skyward Employee Access – REA Experience

The system will display a report of any experience entered into Skyward by HR

- Demographic**
- Employee Info
- Address
- Personnel**
- Personnel Info
- Lane/Step History
- Prof Development
- Assignments
- Certifications
- 1095-C
- 1095-B
- Payroll**
- Checks
- Check Estimator
- Calendar YTD
- Fiscal YTD
- History Report
- W2 Information
- W4 Information
- 1095 Forms
- Time Off Status**
- Insurance**
- Employee Letters**
- Custom Forms**
- Seniority Dates
- Compliance
- Flexible S
- Annual Sic
- VSTD Enrol
- Flexible S
- VSTD Enrol
- SEBB Eligi
- Class Trai
- UDF Tables**
- Custom Last Name
- Nickname
- Attachments
- Reports**
- My Own Info
- General Reports

My Own Info

Views: **General** Filters: ***Skyward Default**

Report Type ▲	Report Name
PROFILE	direct deposit
PROFILE	Experience for REA - EA



Experience	Experience	Experience	Experience	Experience	Experience
Employer	Location	Position	Start Date	End Date	Years Exp
RENTON SD	WA	GRADE 1	08/28/2019	06/17/2020	1.00
RENTON SD	WA	GRADE 1	08/29/2018	06/21/2019	1.00
RENTON SD	WA	GRADE 2	08/30/2017	06/20/2018	1.00
RENTON SD	WA	GRADE 2	08/31/2016	06/22/2017	1.00
KENT SD	WA	ELEM TEACHER	08/31/2015	06/17/2016	1.00
KENT SD	WA	ELEM TEACHER	08/28/2014	06/18/2015	1.00
KENT SD	WA	ELEM TEACHER	08/29/2013	06/18/2014	1.00



Skyward Employee Access – Professional Development - REA

Demographic
Employee Info
Address
Personnel
Personnel Info
Lane/Step History
Prof Development
Assignments
Certifications
1095-C
1095-B
Payroll
Checks
Check Estimator
Calendar YTD
Fiscal YTD
History Report
W2 Information
W4 Information
1095 Forms
Time Off Status
Insurance
Employee Letters
Custom Forms
Seniority Dates

Professional Development

Views: General Filters: *Skyward Default

Type	Institution	Description	Started	Complete
Degree	SEATTLE PACIFIC UNIVERSITY	MASTER LEVEL		06/11/20
Degree	PORTLAND STATE UNIVERSITY	Bachelor of Arts		12/13/19
Credit	YAVAPAI COLLEGE	Calc& Analyt Geom I		05/31/19
Credit	U OF OREGON	Work Gro Pro & Dev		08/31/19
Credit	U OF OREGON	Work Gr Prob Solv		08/31/19
Credit	U OF OREGON	Work Eff Com Str		08/31/19
Credit	SOUTHERN OREGON STATE COLL	Sem/ Textbk Eval		08/31/19
Credit	SEATTLE PACIFIC UNIVERSITY	Trnds/ Rsrch Glbl Ed		12/31/20
Credit	SEATTLE PACIFIC UNIVERSITY	Trnds/ Rsrch Glbl Ed		08/31/20
Credit	SEATTLE PACIFIC UNIVERSITY	Tpcs In Edu: Fndtps		06/30/20
Credit	SEATTLE PACIFIC UNIVERSITY	Topics: Rsrch Con		
Credit	SEATTLE PACIFIC UNIVERSITY	Survey Instrctl S		
Credit	SEATTLE PACIFIC UNIVERSITY	Succes Schl-bsd T		
Credit	SEATTLE PACIFIC UNIVERSITY	Program Evaluat		

20 records displayed

Option 1

Option 2

Increase the number of classes to view or use arrows to scroll

Link: [Detailed instructions for totaling your credits in Excel](#)



Skyward Employee Access – Professional Development – RESP and RPTA Training Hours

- Demographic
 - Employee Info
 - Address
- Personnel
 - Personnel Info
 - Lane/Step History
 - Prof Development
 - Assignments
 - Certifications
 - 1095-C
 - 1095-B
- Payroll
 - Checks
 - Check Estimator
 - Calendar YTD
 - Fiscal YTD
 - History Report
 - W2 Information
 - W4 Information
 - 1095 Forms
- Time Off Status
- Insurance
- Employee Letters
- Custom Forms
 - Seniority Dates
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 - VSTD Enrol
 - SEBB Eligi
 - Class Trai
- UDF Tables
 - Custom Last Name
 - Nickname
- Attachments
- Reports
 - My Own Info
 - General Reports

Class Training Hrs

Views: General Filters: *Skyward Default

School Year ▲	Group	Pay Month	Training Hours	Rate	Amount	Completion
2018-2019	RESP	JANUARY	7.00	20.78	145.46	12/13/2
2018-2019	RESP	JULY	3.00	20.78	62.34	04/04/2
2018-2019	RESP	JULY	7.00	20.78	145.46	06/24/2
2018-2019	RESP	OCTOBER	13.00	20.78	270.14	08/09/2
2019-2020	RESP	APRIL	3.00	22.23	66.69	02/13/2
2019-2020	RESP	JANUARY	1.25	22.23	27.78	11/26/2
2019-2020	RESP	JANUARY	6.00	22.23	133.38	10/21/2
2019-2020	RESP	JANUARY	7.00	22.23	155.61	11/06/2
2019-2020	RESP	JANUARY	7.00	22.23	155.61	11/08/2
2019-2020	RESP	JULY	2.00	22.23	44.46	04/23/2
2019-2020	RESP	JULY	2.00	22.23	44.46	04/29/2
2019-2020	RESP	JULY	3.00	22.23	66.69	04/13/2

20 20 records displayed School Year: ABC

Link: [Classified Training Hours Skyward Guide](#)

Increase the number of classes to view or use arrows to scroll



Skyward Employee Access – Employee Letters

Demographic
Employee Info
Address
Personnel
Personnel Info
Lane/Step History
Prof Development
Assignments
Certifications
1095-C
1095-B
Payroll
Checks
Check Estimator
Calendar YTD
Fiscal YTD
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My Own Info
General Reports

Employee Letters

Views: **General** Filters: ***Skyward Default**

Posted Date	Description	Posted Time
06/09/2020	19-20 WORK ASSIGNMENT	16:17:16

View Document

‘View Document’ will bring up a .pdf of your individual document



Time Off Allocations and Reporting



Time Off - Allocations

Notify your supervisor and enter all leave in appropriate system as soon as you are aware of the need for time off.

Leave for Employees in Regular or Temporary Positions	
Leave Type	Annual Allocation (Prorated by Annual FTE)
Sick Leave	12 days
Emergency Leave	See CBA
Personal Leave (Restricted days apply) Restricted Day Request Form Link	See CBA
Bereavement & Jury Duty	See CBA
Vacation (260-day employees only)	See CBA



Time Off - Reporting

Absence Management: Login information will be emailed
Skyward: Login to Employee Access and click Time Off

Employee Group	Absence Management	Skyward Employee Access
REA	Classroom Teachers Counselors Deans of Students	KEC-Based Facilitators Clinical ESAs
RESP	School Based	Non-School Based
RPTA	Behavior Technicians Mental Health Specialists	All Others
SEIU	Custodians	All Others
AFT	N/A	All
Confidential Assistants	N/A	All
Administrators	N/A	All
Guides	<u>AMS Time Off Guide</u>	<u>Skyward Time Off Guide</u>



Absence Requests – Absence Management

If you need to enter absences that either require or do not require substitute coverage, you will use the Absence Management system

[Absence Management System Quick Start Guide](#) – Keep this document handy!

You will receive an email from *no-reply@frontlined.com* to your RSD email with directions on YOU creating your personal login credentials on AMS

- *Be sure to write your independently created username & password down – the Substitute Office cannot retrieve passwords as they are confidential*

Log in to AMS to confirm the following:

- Name
- Title
- Work Schedule
- Location

If any information is not correct, call the Substitute Office at 425/204-2353 or email the Substitute Office at sub.office@rentonschools.us and they will update the information

If you have not received your login credentials and need to enter an absence, or if you have changes to your profile, contact the Substitute Office at sub.office@rentonschools.us or (425) 204-2353



Long-Term Leaves and On-The-Job Injuries



Long-Term Leaves of Absences

Always review your employee group's CBA for what options are applicable

Common Types of Long-Term Leaves	
Medical Leave	Non-Medical Leave
Pregnancy/Childbirth/Childcare	Educational Leave
Personal Medical Condition	Other CBA-Specific Leaves
Caring for a Family Member	

Please submit an online leave request if your absence will be more than five consecutive workdays. If in doubt, check with your supervisor or our Leave Coordinator in Human Resources at rsd.leaves@rentonschools.us. Leave forms and resources can be found at: <https://www.rentonschools.us/employment/leaves>



Long-Term Leaves of Absences

- **Leave Resources Links:**
- [Medical Leave Options](#)
- [Medical Leave Process](#)
- [Medical Leave FAQs](#)
- [Online request for leave](#)

Renton School District: Leave Options

For absences lasting more than 5 consecutive work days, employees are encouraged to apply for an extended leave. Employees are requested to provide notice at least 30 days in advance if their need for leave is foreseeable (for example, pregnancy or non-emergency surgery). Employees who need leave for an unforeseeable reason must give as much notice as is practicable. Each leave is unique, so for leave planning please contact the leaves department at rsd.leaves@rentonschools.us or visit www.rentonschools.us/employment/leaves



1

Own Medical

- **Medical Leave:** accrued sick leave may be used to cover your time off during your designated disability period.
- **FMLA:** up to 12 weeks of protected leave for eligible Employees.
- **PFML (state paid leave):** up to 12 weeks of protected leave processed by WA state. Paid leave available of up to \$1,000 per week.



2

Care for Family

- **Medical Leave:** accrued sick leave may be used to cover your time off during your designated disability period.
- **FMLA:** up to 12 weeks of protected leave for eligible Employees.
- **PFML (state paid leave):** up to 12 weeks of protected leave processed by WA state. Paid leave available of up to \$1,000 per week.



3

Parental Leave

- **Medical Leave:** accrued sick leave may be used to cover your time off during your designated disability period.
- **FMLA:** up to 12 weeks of protected leave for eligible Employees.
- **PFML (state paid leave):** up to 18 weeks of protected leave processed by WA state. Paid leave available of up to \$1,000 per week.



4

Childcare

- **Medical Leave:** accrued sick leave may be used if your child's school or care facility is closed for any health-related reason by order of a public official.

*For non-medical leaves please contact your assigned Senior HR Advisor



On-The-Job Injuries

Report any injury to your supervisor and the RSD Workers Compensation Coordinator as soon as possible.

Workers Compensation claim forms and resources can be found on the district Risk Management page: <https://www.rentonschools.us/departments/business-services/risk-management>

Pay continuance during an L&I leave will be dependent on your employee group CBA



Employee Referral Program & Bonus

The District is now offering a **\$500 referral bonus** to employees who identify candidates, send them to our application and who are hired and successfully complete the 90-day probationary period in the following areas:

- Classroom Paraprofessionals
- Health Services Assistants (Regular and COVID)
- Nutrition Service Workers
- Custodians
- Bus Drivers
- Substitute Paraprofessionals (upon accepting and fulfilling 20 sub assignments)
- Substitute Certificated Staff (upon accepting and fulfilling 20 sub assignments)



THANK YOU FOR ATTENDING!

- Find many of the help guides and documents posted on RSDNet

[HR Resources – RSDNet](#)

- Watch your email throughout the year for communication from Human Resources with announcements, deadlines, and more!

