

**Memorandum of Understanding  
between Renton School District and Renton Education Association  
Regarding Restricted Days**

The parties have come to an agreement to modify the current 2022-2025 collective bargaining agreement (“CBA”) to more clearly and accurately reflect current practice around requests for time off over restricted days.

7.4.3 Restricted Day Usage

7.4.3.1 Ten (10) slots are available for employees to use one day per contract year prior to or after breaks or holidays, and ~~(excluding~~ the first five (5) student days and the last five (5) student days, on a first come, first serve basis.

7.4.3.2 Should all slots be taken, requests for special consideration for restricted use will be considered if they are received by the Assistant Superintendent of Human Resources ten (10) days prior to the day being requested. The Assistant Superintendent of Human Resources will consider the supporting reasons offered by the Employee in determining whether the day(s) in question will be granted. The general criteria for such exception will be whether supporting reasons indicate a serious need or obligation worthy of granting release from contractual responsibilities. Serious obligations would not include matters of convenience such as accommodating travel or vacation plans. If initial request is denied, the employee may submit the request to the Deputy Superintendent for review.

~~7.4.3.3 Staff may request to use contractual leave the first five (5) student days and the last five (5) student days of the school year. The Assistant Superintendent of Human Resources will consider the supporting reasons offered by the Employee in determining whether the day(s) in question will be granted. The general criteria for such exception will be whether supporting reasons indicate a serious need or obligation worthy of granting release from contractual responsibilities. Serious obligations would not include matters of convenience such as accommodating travel or vacation plans. If initial request is denied, the employee may submit the request to the Deputy Superintendent for review.~~

7.4.3.4 In the case of Employees who use contractual days that have not been approved by the District, a full, pro-rata deduction will be made for all days taken and the absences may be cause for disciplinary action.

Except as shown above, all other provisions of the CBA remain intact. It is mutually understood that “prior to and after breaks” includes any break in contract days greater than a two-day weekend. This practice is unchanged from current/past practice.

*/s/ Juliana K. Dauble*

Julianna Dauble, REA President

*/s/ Sheila Redick*

Sheila Redick, Assistant Superintendent of HR









# restricted day clairifcation MOU 9.21.23

Final Audit Report

2023-09-26

Created:	2023-09-22
By:	Thomas Poulos (thomas.poulos@rentonschools.us)
Status:	Signed
Transaction ID:	CBJCHBCAABAAoAUXe_Zv-5fkVdEanI5j2MxC1aWiqhxi

## "restricted day clairifcation MOU 9.21.23" History

-  Document created by Thomas Poulos (thomas.poulos@rentonschools.us)  
2023-09-22 - 3:02:52 PM GMT
-  Document emailed to Julianna Dauble (julianna.dauble@washingtonea.org) for signature  
2023-09-22 - 3:03:17 PM GMT
-  Email viewed by Julianna Dauble (julianna.dauble@washingtonea.org)  
2023-09-26 - 7:07:24 PM GMT
-  Document e-signed by Julianna Dauble (julianna.dauble@washingtonea.org)  
Signature Date: 2023-09-26 - 7:07:36 PM GMT - Time Source: server
-  Document emailed to Sheila Redick (sheila.redick@rentonschools.us) for signature  
2023-09-26 - 7:07:37 PM GMT
-  Email viewed by Sheila Redick (sheila.redick@rentonschools.us)  
2023-09-26 - 7:08:18 PM GMT
-  Document e-signed by Sheila Redick (sheila.redick@rentonschools.us)  
Signature Date: 2023-09-26 - 7:09:08 PM GMT - Time Source: server
-  Agreement completed.  
2023-09-26 - 7:09:08 PM GMT