

**Memorandum of Understanding
between Renton School District and Renton Education Association
Regarding Interpretation of CBA Section 10.6.1 – IEP Caseload Limits**

This Memorandum of Understanding (MOU) is entered into by and between the Renton School District and the Renton Education Association (REA) to document the shared understanding regarding the interpretation and implementation of Section 10.6.1 of the Collective Bargaining Agreement (CBA) as it pertains to IEP caseload overload compensation for special education classroom teachers.

Following internal review and collaborative discussion, the District and REA agree to the following interpretation and implementation of Section 10.6.1:

1. Cumulative Caseload Count: Overload compensation shall be based on a cumulative count of students with completed IEPs served by a special education classroom teacher over the course of the school year.
2. Compensation Threshold and Rate: Special education classroom teachers shall be compensated at the rate of two (2) hours of per diem pay for each student with a completed IEP above the threshold of twenty-eight (28), counted cumulatively throughout the school year.
3. Student Count Guidelines:
 - Each student shall count as one IEP, regardless of amendments or re-evaluations.
 - Only one teacher may count a student's IEP for overload purposes, even if the student changes case managers during the year.
4. Applicability: Section 10.6.1 of the CBA applies only to special education classroom teachers. It does not apply to ESA staff (SLP/OT/PT/Psych), whose overload provisions are addressed separately.
5. Tracking and Verification: To support this shift in practice, the District's Special Education department is developing a self-reported tracking mechanism.
 - Teachers will submit their cumulative IEP caseload data at the end of the school year.
 - The District will verify submissions prior to approving and issuing overload compensation.
6. Effective Date:

This change in interpretation and practice shall take effect beginning with the 2025–2026 school year.

Renton Education Association:

Courtney Stepp
Courtney Stepp (Oct 7, 2025 12:55:22 PDT)

Courtney Stepp, President

Oct 7, 2025

Date

Renton School District:

Sheila Redick

Sheila Redick, Assistant Superintendent of Human Resources

Oct 7, 2025

Date