

**Memorandum of Understanding
between Renton School District and Renton Education Association
Orientation and Mobility Specialists CBA Article 10.3 – IEP Stipend for Specific ESAs**

The parties have come to an agreement to modify Article 10.3 – IEP Stipend for Specific ESAs in the current 2025-2027 Collective Bargaining Agreement (“CBA”).

Orientation and Mobility specialists (O&M) hold an Educational Staff Associate (ESA) Certificate and perform similar functions as the ESAs such as writing IEPs, doing progress reports, and doing evaluations of students, but have not been eligible for the ESA IEP stipend. Due to the similar function of their roles, the parties agree that Article 10.3 should be modified to include O&Ms.

10.3 IEP Stipend for Specific ESAs

SLPs, OTs, PTs, **O&Ms**, and Audiologists who write IEPs shall be paid a stipend of \$2,000 per year for the amount of IEPs indicated in the caseload section of this Article. One-half of the stipend shall be paid in the November pay warrant; the remaining one-half stipend shall be paid in the June warrant. Provisions of this item will be prorated for part-time employees.

Except as shown above, all other provisions of the CBA remain intact.

Renton Education Association:

Jan 6, 2026

Date

Courtney Stepp
Courtney Stepp (Jan 6, 2026 12:14:31 PST)

Courtney Stepp, President

Renton School District:

Jan 6, 2026

Date

Sheila Redick

Sheila Redick, Assistant Superintendent of HR