

**Memorandum of Understanding
between Renton School District and Renton Education Association
Regarding Physical Therapy Overage Compensation**

The parties have come to an agreement to modify the current 2025-2027 collective bargaining agreement (“CBA”) as shown below retroactively effective beginning December 1, 2025:

10.9 ESA Caseload and Workload Language

Monthly, caseload count will be monitored by the return of the confirmed monthly roster beginning in October. For the purpose of this agreement, “caseload count” means the number of students on the current IEP monthly roster that are in compliance. Special circumstances will be discussed, and a plan of action will be mutually agreed upon by ESA, supervisor, and therapist. Special Circumstances may include legal issues, number of schools, additional assignments, number of evaluations, travel time, and special programs.

ESA caseloads shall be reasonably equitable taking into consideration the number of students served, the degree of services required by the group of students assigned to any one ESA at any one time, number of programs and number of schools to which the ESA is assigned (travel time considerations).

The Chief of Student Support Services or designee shall meet with all ESA groups (individually) monthly to allow each ESA group to review current caseloads and consider any balancing adjustments.

If the caseload count for an ESA exceeds the limits described below, the ESA will receive assistance from other ESAs, with the hours per week determined each month, with possible options as follows:

- (a) Revise assignment
- (b) Overload pay
- (c) Other mutually agreeable remedies

ESA Group	Caseload	IEP Overload Remedy	Student Caseload Remedy
Psychologist	70	2 Hours @ Per Diem to write Evaluation	-
SLP	45	2 Hours @ Per Diem to write IEP	\$75 per month per student
OT	35	1 hour @ Per Diem to write IEP	\$75 per month per student
PT	28	1 hour @ Per Diem to write IEP	<u>1-3 students over:</u> \$75 per month per student

			<u>4-6 students over:</u> <u>\$75 per student with</u> <u>an additional per</u> <u>diem of 90 minutes</u> <u>per month</u> <u>7-9 students over:</u> <u>\$75 per student with</u> <u>an additional per</u> <u>diem of 180 minutes</u> <u>per month</u> <u>10+ students over:</u> <u>\$75 per student with</u> <u>an additional per</u> <u>diem of 225 minutes</u> <u>per month</u>
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The parties agree to implement the above changes and meet at the end of March 2026 to assess the impact of the changes and, if needed and mutually agreed upon, modify the remedies. The parties agree to meet a second time at a future date (no later than the end of 2026) to review and assess the effectiveness of the changes.

Further, the parties agree to assess the effectiveness of this MOU for consideration in bargaining in 2027.

This MOU shall be in effect until August 31, 2027.

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

Courtney Stepp
Courtney Stepp (Jan 20, 2026 10:59:29 PST)
 Courtney Stepp, REA President
 Jan 20, 2026

 Date

Sheila Redick
 Sheila Redick, Assistant Superintendent of HR
 01/20/2026

 Date