

**Memorandum of Understanding By and between
Renton School District (RSD) And
Local 6367 American Federation of Teachers (AFT)
MOU – Regarding No Shows and Late Arrivals to Work**

Any employee who arrives at work after their shift start time will be considered tardy. The following applies for tardy employees:

- First offense: Employees will receive a warning. Employees may have one first offense warning per school year. If the employee is not tardy again in a given school year, they do not progress to the next step.
- Second offense: Employees will be restricted from signing up for any extra work on supplementals, trips or any extra work for thirty (30) workdays.
- Third offense: Employees will be restricted from signing up for all extra work for the remainder of the school year. Additionally, employees will receive a written warning notice for this offence and all subsequent offences. Any employee who receives three (3) written warning notices (including warning notices issued for absenteeism: of disciplinary action within 12 months shall be subject to further disciplinary action up to and including termination of employment (CBA 15.2.4).

For no shows for trips, supplementals, extra work, or Saturdays:

- First offense: Restricted from signing up for any extra work on supplementals, trips or any extra work for thirty (30) workdays.
- Second offense: Restricted from signing up for extra work on supplementals, trips or any extra work for ninety (90) workdays and eliminated from the Saturday trip list for the remainder of the school year.
- Third offense: Restricted from signing up for any and all extra work for the remainder of the school year.

This agreement will remain in effect until August 31, 2027.

For the Union:

Beth DeCou

Beth DeCou (Mar 5, 2026 12:09:50 PST)

Beth DeCou, AFT 6367 President

For the District:

Sheila Redick

Sheila Redick, RSD Assistant Superintendent
of HR

Date: Mar 5, 2026

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