

**Memorandum of Understanding
Between the
Renton School District
and the
Renton Education Association**

**Agreements Related to Changes in Working Conditions
and School Operations Due to Coronavirus/COVID-19**

Renton School District (District) and Renton Education Association (REA), the “parties”, share an interest in maintaining the health and safety of all members of our Renton School community. Any agreement reached between the parties shall apply to all REA represented employees. The impact of the coronavirus pandemic is resulting in widespread concern across the community regarding the potential of continued spread of the virus. The District is committed to assist in community and nation-wide efforts to limit the spread of the virus. The Governor has closed schools, at a minimum, through April 24, 2020. The duration of the school closure may be extended. The District will not be implementing a remote instructional model. The District is working to develop mitigation plans to minimize the impact of the school closure on students and families and plan for continuity with nutritional needs and childcare. Public Health, Seattle and King County and the Office of Superintendent of Public Instruction (OSPI) continues to provide guidelines and recommendations regarding schools. The last day of the 2019-2020 school year in the Renton School District is currently scheduled on June 17, 2020. OSPI expects districts to make every effort possible to make up any days and instructional hours lost due to the Coronavirus/COVID-19 pandemic, including extending the school year as late as June 19, 2020 if necessary. OSPI has indicated they will file an emergency rule to waive days and instructional hours districts won’t be able to make up after June 19, 2020 and will continue to apportion funds as previously scheduled.

Now therefore, the parties agree to the following:

1. Compensation: Base contractual pay, including Enrichment A, Enrichment B and longevity, shall continue for employees on a continuing or leave-replacement contract.
 - A. There shall be no reduction of compensation for any current stipend or supplemental contract, as a result of the school closure(s).
 - B. The parties agree to review payment for stipends/supplemental contracts for work starting during the school closure.
 - C. Hours for stipends which are normally submitted on a timesheet shall continue to be paid if the work has been completed.
 - D. Daily substitutes who accept assignments as needed will not continue to be paid because there are no assignments during this period of closure.
2. Benefits: Individuals who are eligible for benefits under the provisions of the REA collective bargaining agreement shall maintain their benefits.
3. Duties during the closure:
 - A. Due to health and safety considerations, as well as employee childcare needs, employees shall be allowed to work from home and collaborate virtually whenever possible during the school closure. The parties prefer employees do not use personal cell phones for communication. The District shall provide an electronic means such that any personal information shall not be displayed to parents or students. As appropriate, communication may be done in the form of phone calls, websites, etc.

- B. Employees will perform duties consistent with their job descriptions during the school closure.
 - C. Access to buildings is limited. Employees should plan to complete work assignments remotely. Prior to entry into a building, employees must confirm access is available through contact with the building administrator.
 - D. Prior to the reopening of schools additional planning activities may be required. The REA and RSD will collaborate to develop the specifics.
 - E. Employees are expected to check their email at least once daily.
 - F. Work expected during the closure, if applicable, includes but is not limited to, the following activities:
 - i. Communicate with students and families.
 - ii. Collaborate with PLCs
 - iii. Identify enrichment activities
 - iv. Assist in development of the master schedule
 - v. Trimester scope and sequence
 - vi. Professional Development
 - vii. IEP Meetings, which could be conducted through zoom or a phone call.
 - viii. SIP
 - ix. Other tasks consistent with employee job responsibilities
 - G. There may be instances when employees are asked to come in person to a school or to KEC. Should an employee be unavailable to do so, regular leave provisions apply.
4. Leaves shall be reviewed by Human Resources on a case by case basis.
5. Calendar:
- I. Spring shall remain as previously scheduled (April 6 – April 10, 2020)
 - II. School make-up days shall be determined using the normal processes.
6. Travel: No employee shall incur any cost for district directed and/or funded travel due to the cancellation of the event.
7. The parties shall meet prior to the reopening of schools to determine processes for reopening schools.
8. The parties agree to meet on an as needed basis to resolve any issues that arise from either this MOU or the ever changing COVID-19 and the mandatory school closure.

This MOU shall be in effect for the remainder of the 2019-2020 school year and shall sunset on August 31, 2020, provided that school closures have ended. All other provisions of the Collective Bargaining Agreement shall remain in full effect. This MOU is not precedent setting and is intended to address the specific and unprecedented health emergency presented by COVID-19.

Agreed to this ____ day of _____, 2020.

FOR THE ASSOCIATION:

FOR THE DISTRICT:

Miriam Hogley, REA President Pro-Tem

Damien Pattenaude, RSD Superintendent