

**Tentative Agreement for Fully Remote Learning
Between the
Renton School District
and the
Renton Education Association**

**Agreements Related to Changes in Working Conditions and School Operations
During Remote Instruction Due to Coronavirus/COVID-19 during the 2020-2021 School year**

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. This agreement applies when we are in a fully remote teaching model, during the 2020-21 school year. Both parties agree to bargain the impacts of a hybrid teaching model. We will continue to review the guidelines of [Public Health, Seattle and King County](#) and the Office of Superintendent of Public Instruction (OSPI).

Now therefore, the parties agree to the following:

1. Unless otherwise addressed in this tentative agreement, all sections of the 2019-2022 Collective Bargaining Agreement will apply and be adhered to.
2. Duties during the closure:
 - A. Due to health and safety considerations employees have the option to work remotely with the understanding that some work may need to be done on site. In such a case, all safety measures as outlined by the Department of Health (DOH) and L & I must be followed.
 - B. During remote learning, it is agreed that buildings will not hold school-wide in-person events. Certificated staff attendance at drive-through only and/or distribution events will be entirely voluntary and follow all DOH and L&I guidance.
 - C. Employees will perform duties consistent with their job descriptions during the school closure.
3. Evaluation:
 - A. Agree to follow [OSPI guidance](#) on teacher evaluation.
 - a. If fewer than 8 criteria are chosen for the Comprehensive Evaluation, at least one of the criteria chosen will be Criteria 3 or 6, so that student growth can be included in the evaluation.
 - B. Video recordings will not be used for evaluative purposes or investigatory purposes.
4. Schedules:
 - A. [School schedules](#) are modified for fully remote learning.
 - B. Students will have access to live instruction.
 - a. Access to live instruction does NOT look like:
 - i. 5 hours of continuous time on a computer.
 - ii. Lecture for long periods of time.
 - iii. Zero LIVE instruction from a teacher.
 - b. Access to live instruction DOES look like:
 - i. Short periods of instruction from a teacher to the whole or parts of the class.

- ii. Students interacting with one another as a whole class or in small groups.
- iii. Students working on assignments, receiving support from a teacher or paraeducator.
- iv. Teacher “Office Hours”, where students are working independently, but students and/or families have access to ask questions and get support.
- v. Small group or 1:1 instruction.
- vi. Other opportunities for students, families, and teachers to interact around academic and/or social emotional learning.

5. Specialists:

- A. Elementary specialists will have an instructional window of no more than 4.5 hours a day. Specialists will be scheduled during the morning and afternoon sessions (9:00 – 11:15 & 1:15 – 3:30).
- B. Specialists will not be asked to work outside of their assigned content area (content area and SEL).
- C. For librarians who choose to distribute library books, and do not have an assigned 3 hour para (per section 9.8.5.5.C. of the CBA), up to one open block per day may be used by the librarian to do the work that would be typically done by a library para.
- D. Chiefs will review elementary C/P schedules.

6. Professional Development:

- A. Buildings will review plans for late arrival Fridays that are dedicated to building time (green days) to collaboratively determine the professional development needs of the building.
- B. \$2,500 will be allocated to each school to support training related to remote learning. Possible uses could be paying staff a stipend to teach a training, paying staff to develop synchronous and/or asynchronous trainings or curating resources. Funds must be used by December 31, 2020.

7. Leaves:

- A. In addition to leaves outlined in the 2019-2022 CBA, staff will have access to the [US Department of Labor Families First Coronavirus Response Act](#).

8. Special Education:

- A. As with general education students, all students who qualify for special education services will be provided instruction using a fully remote learning model.
- B. As we determine in-home or in-person learning for students with special education needs, the [Instructional Inquiry Process](#) will be used. As outlined in the document, the following will be considered:
 - a. Can the student benefit from distance learning?
 - b. Is direct instruction in-person essential?
 - c. Can the service be provided without violating health and safety guidance?
- C. IEP amendments will be counted towards caseload limits, as outlined in CBA 10.6.1. Stand-alone Prior Written Notices (PWNs) will not be counted towards caseload limits.

9. Substitute Coverage and Rotation:

- A. At the elementary level, when an absence is 1 day or less, teachers may request a substitute or choose to have a pre-designated partner teacher cover their class. In the case when the partner teacher plan is implemented, absences will be entered into Frontline with “no sub needed”.
- B. At the secondary level, when an absence is 1 day or less, teachers may request a substitute or provide asynchronous instruction. Absences will be entered into Frontline with “no sub needed” if asynchronous work is being provided, and with “sub needed” if they are requesting a substitute.
- C. Substitute rotation: At the elementary level, sections 9.9.2.2 and 9.9.2.3 do not apply during the term of this agreement.
- D. Teachers will prepare one day of emergency substitute plans, which will be asynchronous.

10. Materials/Equipment Distribution:

- A. Distribution for the following week will take place on Wednesday from 11:00-12:30 as needed. (Need for curricular materials will be determined by teachers/PLCs.)
- B. On Thursday schools will identify an additional 1-hour window in the morning and in the afternoon when materials will be available for pick up at the school during the hours offices are open.
- C. Staff will identify and gather/prepare materials and schools will facilitate distribution. Teachers will not be expected to distribute materials.
- D. Staff will monitor students' ability to access materials and identify and work with administration to address barriers.
- E. Mailing must be approved by the building administrator and mailed from the building.

11. The parties agree to meet on an as needed basis to resolve any issues that arise from either this Tentative Agreement or the ever changing COVID-19 and the mandatory school closure.

This Tentative Agreement shall be in effect for the remainder of the 2020-21 *when in a fully remote learning model* and shall sunset on August 31, 2021. All other provisions of the Collective Bargaining Agreement shall remain in full effect. This Tentative Agreement is not precedent setting and is intended to address the specific and unprecedented health emergency presented by COVID-19.

Agreed to this 26 day of August, 2020.

FOR THE ASSOCIATION:

FOR THE DISTRICT:

/s/ Mary Jo McLaughlin
Mary Jo McLaughlin, REA President

/s/ Damien Pattenaude
Damien Pattenaude, RSD Superintendent