

**Memorandum of Understanding  
By and Between  
Renton School district (RSD)  
And  
American Federation of Teachers (AFT) Renton, Local 6367  
Regarding Pandemic Summer Work Incentive**

In consideration of the District's need for stable and committed staffing for the 2021 summer work supporting students and families in this 2021 pandemic recovery time, AFT and the District agree to the following terms and conditions which are temporary and applicable solely to the 2021 summer work for bus drivers and nutrition services employees:

1. The parties acknowledge that summer work for bus drivers and nutrition services employees is traditionally extra work available on a voluntary basis to the unit.
2. The parties intend to assure stable and consistent staffing to provide student bus transportation to 2021 summer pandemic recovery learning programs, and.
3. The parties intend to assure stable and consistent staffing to provide meals and snacks, as appropriate, to the students and families participating in the 2021 summer pandemic recover learning programs, and to the 2021 summer child and family nutrition programs.
4. The parties desire to support the bus drivers and nutrition services employees by creating summer assignments for drivers and nutrition services employees, that eligible staff can sign up for and commit to for those summer assignments.
5. In consideration for the express, written commitment by the employees who select and work the summer bus driver or nutrition services assignment, the employees shall be eligible for a commitment incentive upon completion of the 2021 summer work.
6. The summer assignment must be selected in no less than two (2) week blocks, up to the estimated maximum of 7-8 weeks, and shall be paid at the regular, contractual hourly rate.
7. Upon completion of the assignment by the employees in no less than a two (2) week block of time, the employees shall be eligible for the following pandemic recovery incentive:
  - a. Two weeks of work completed = \$300.00
  - b. Four weeks of work completed = additional \$375 (Total \$675 for four weeks)

- c. Seven or more weeks of work completed (or the total amount of additional summer work identified by the District) = additional \$325 (total \$1,000 for seven or more weeks)
- 8. Employees selecting these assignments may not use sick leave, personal leave, or any other contractual leave provisions during these extra work assignments.
- 9. Employees may not be absent for any reason in order to be eligible for commitment incentives.
- 10. For the bus drivers and nutrition service employees who do not sign up for the summer work, the District agrees that it will not issue the standard "reasonable assurance" information to those employees for the 2021 summer.

This MOU is not precedent setting, may not be used in any grievance, arbitration, or any legal matter, and shall expressly expire at the conclusion of the summer, 2021 work, and no later than August 20, 2021. All other terms and conditions of the CBA continue in full force and effect.

/s/ Damien Pattenau  
For the District

/s/ Elizabeth DeCou  
For AFT Renton Local 6367

June 1, 2021  
Date

Date