

**Memorandum of Understanding  
between the  
Renton School District  
and the  
American Federation of Teachers  
Renton Local 6367  
Agreements Related to Changes in Working Conditions  
and School Operations Due to Coronavirus/COVID-19**

**COVID Health and Safety**

**1. COVID EXPOSURE AT WORK**

In the event an employee is medically required to quarantine or isolate as a result of a COVID exposure at work, as determined through Contact Tracing, the district may provide remote work. In the event that the District cannot provide remote work, paid leave will be provided for the duration of the quarantine/isolation period consistent with the current CDC guidelines, but no more than ten (10) workdays per occurrence. In the case that an unknown exposure (as described in "COVID exposure outside of work") is ultimately determined to have been an exposure at work, if an employee used sick leave to voluntarily quarantine, that leave will be restored to the date of quarantine.

If an employee is unable to work remotely as a result of COVID symptoms, paid leave will be provided for the duration of the quarantine/isolation period consistent with the current CDC guidelines, but no more than ten (10) work days per occurrence.

**2. COVID EXPOSURE OUTSIDE OF WORK**

COVID Leave Pool: A new category of leave sharing will be created to allow the employee to request up to 10 working days of shared leave. If donations are received, the donated time will only be transferred to the employee's sick leave account for the specific time that the employee is required to quarantine. In the event an employee is medically required to quarantine or isolate as a result of COVID-19 and remote work is not available, employees may request COVID Leave Pool even if they have available sick leave. In the event an employee is medically required to quarantine or isolate as a result of COVID-19, COVID Leave Pool is not available, and the employee has no available sick leave, remote work must be made available in consultation with the union president and the employee. Those requesting access to this leave will only have to demonstrate need to Human Resources, but their request will not be disclosed to other employees.

**3. EXTRAORDINARY CIRCUMSTANCES**

Extraordinary circumstances which require an exception may be referred to the Assistant Superintendent of Human Resources for consideration. Any employee who has used all available contractual leave due to a requirement to quarantine or isolate will not be subject to disciplinary action.

#### 4. NOTIFICATION OF COVID EXPOSURE

If an employee in the AFT bargaining unit is exposed to a COVID positive or suspected COVID positive employee, visitor, or student the employee will be notified of the results of testing within 24 hours after Human Resources has been notified of a positive or suspected positive case.

#### 5. EMPLOYEE HEALTH PRECAUTIONS

Face Coverings: All employees, students, and building visitors shall wear a CDC recommended face covering while in any shared space. This to include entrance into Renton School District vehicles used to transport students to/from school or in use by Renton School District except:

- Those with a disability that would prevent them from comfortably wearing or removing a face covering.
- Those with respiratory conditions that would prevent wearing face covering, or trouble breathing as per CDC exceptions.
- Those who are deaf or hard of hearing and use facial and mouth movements as part of communication.
- Those advised by a medical, legal, or behavioral health professional that wearing a face covering may pose a risk to that person.
- Those who are unable to wear a mask properly, as described above, should have adaptations and alternatives to limit the spread to the same level as a face covering.


While this is consistent with current CDC guidance, it may be subject to change, in keeping health and safety as a priority.

- a) The District shall provide disposable face coverings for all employees that meet or exceed the level of risk as determined by Labor and Industries (L&I) guidelines. If a position has varying levels of risk, the appropriate personal protective equipment will be provided and used when in the high-risk environment while using the appropriate lower-risk personal protective equipment in lower-risk environments.
- b) Employees may choose to provide their own face coverings so long as they meet L&I guidelines.
- c) Employees working in close proximity with students who cannot wear a face covering for the reasons described above shall be provided all appropriate personal protective equipment.

The parties agree to meet as needed to resolve any issues that arise from either this MOU or the changing conditions of COVID-19 impacts on working conditions.


This MOU shall be in effect through August 31, 2021 and shall expire on that date. All other provisions of the CBA shall remain in full effect. This MOU is not precedent setting and is intended to address the specific and unprecedented health emergency issues of this pandemic.

FOR THE DISTRICT:

  
Damien Pattenau, Superintendent

2/17/2021  
Date

FOR THE UNION:

  
Elizabeth DeCou, AFT President

2/17/2021  
Date

